

EXHIBIT 23

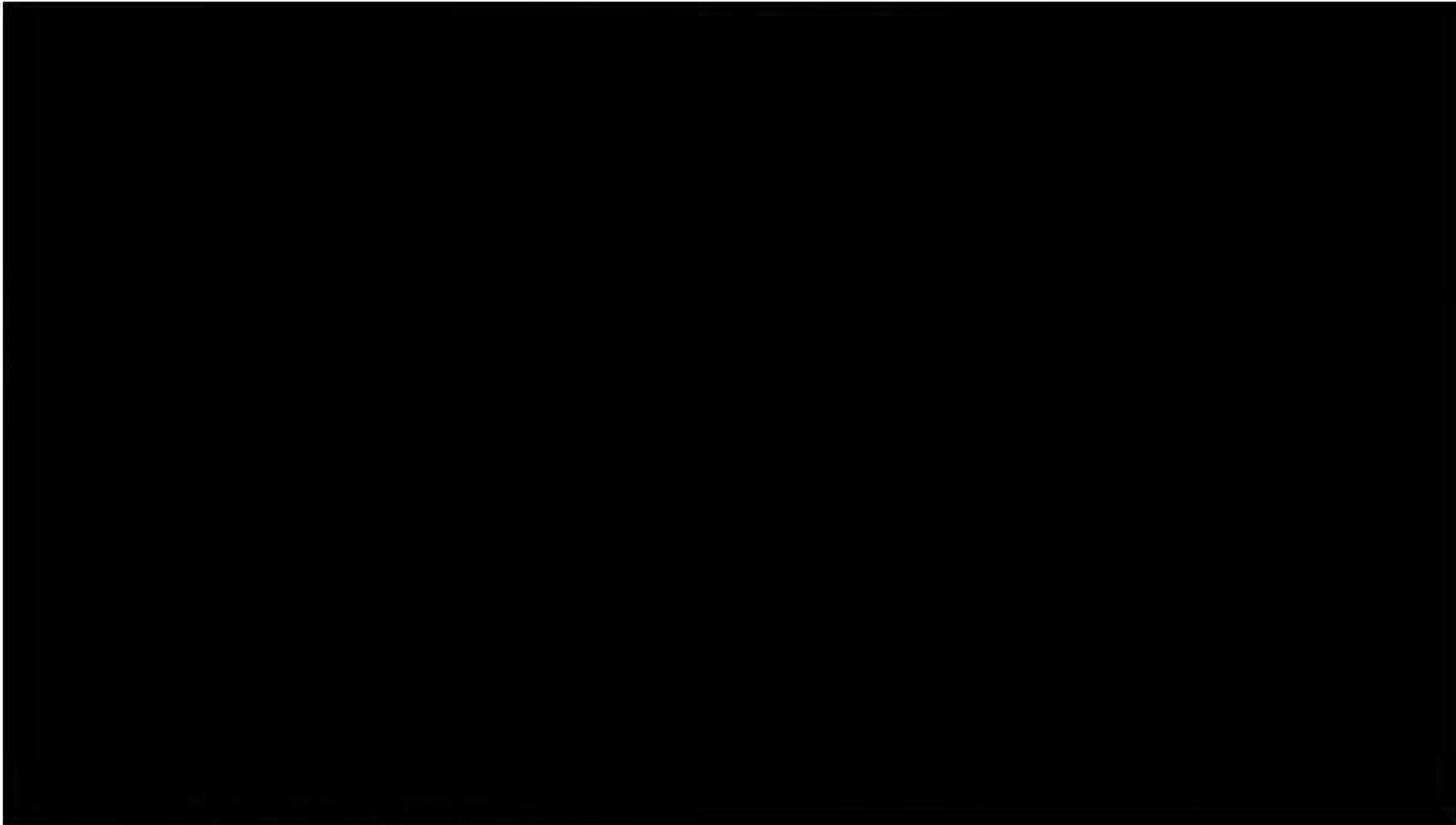
to the Declaration of
Dean M. Harvey in Support of
Plaintiffs' Opposition Briefs

REDACTED VERSION

Part 3 of 4

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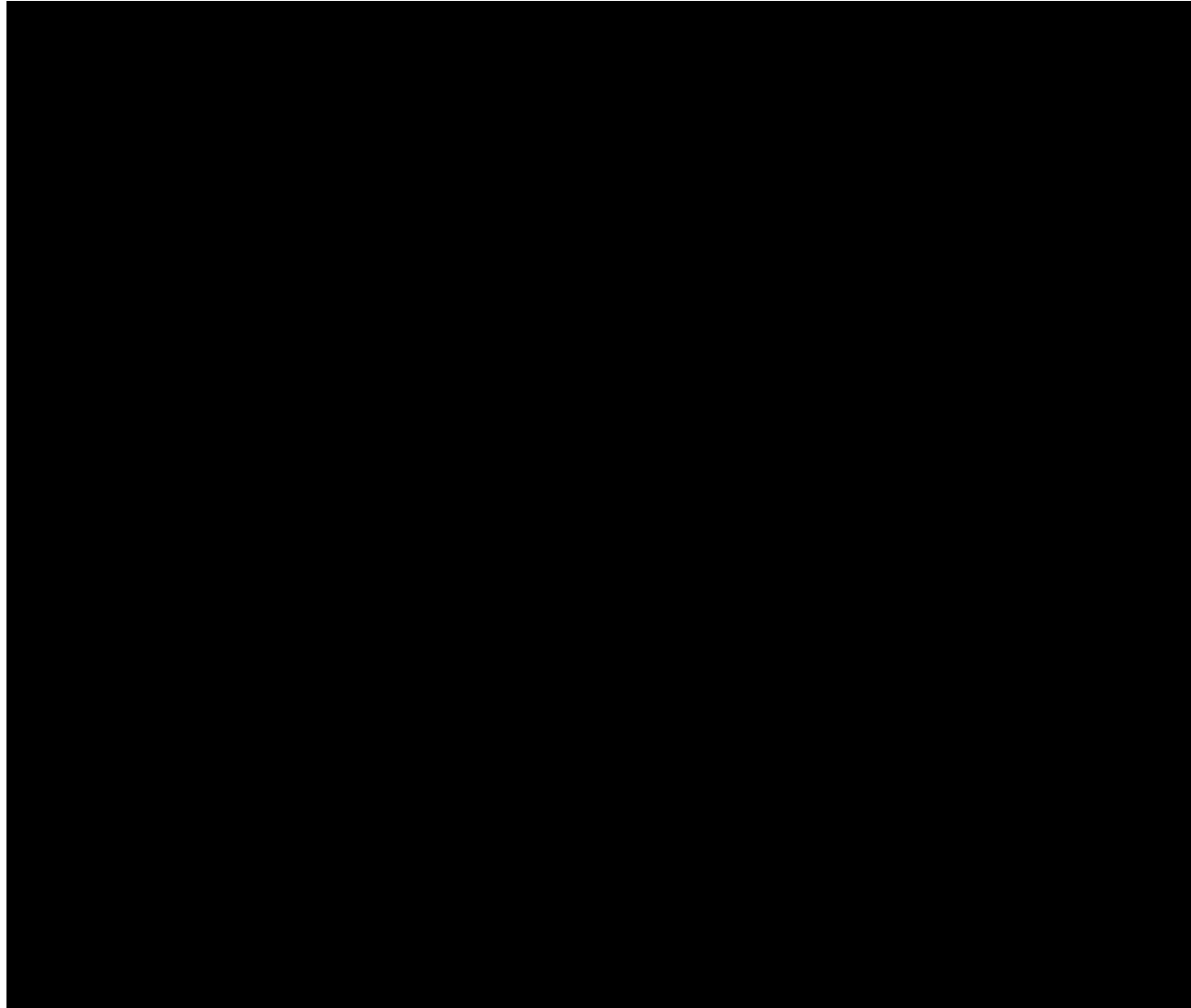
Exhibit A1
Google - Base Salary by Grade
Technical, Creative, and R&D Class
2004



Notes: Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup and Dr. Hallock's backup.

Exhibit A3
Intel - Number of Employees by Grade Level and Year
Technical, Creative, and R&D Class
2001 - 2011

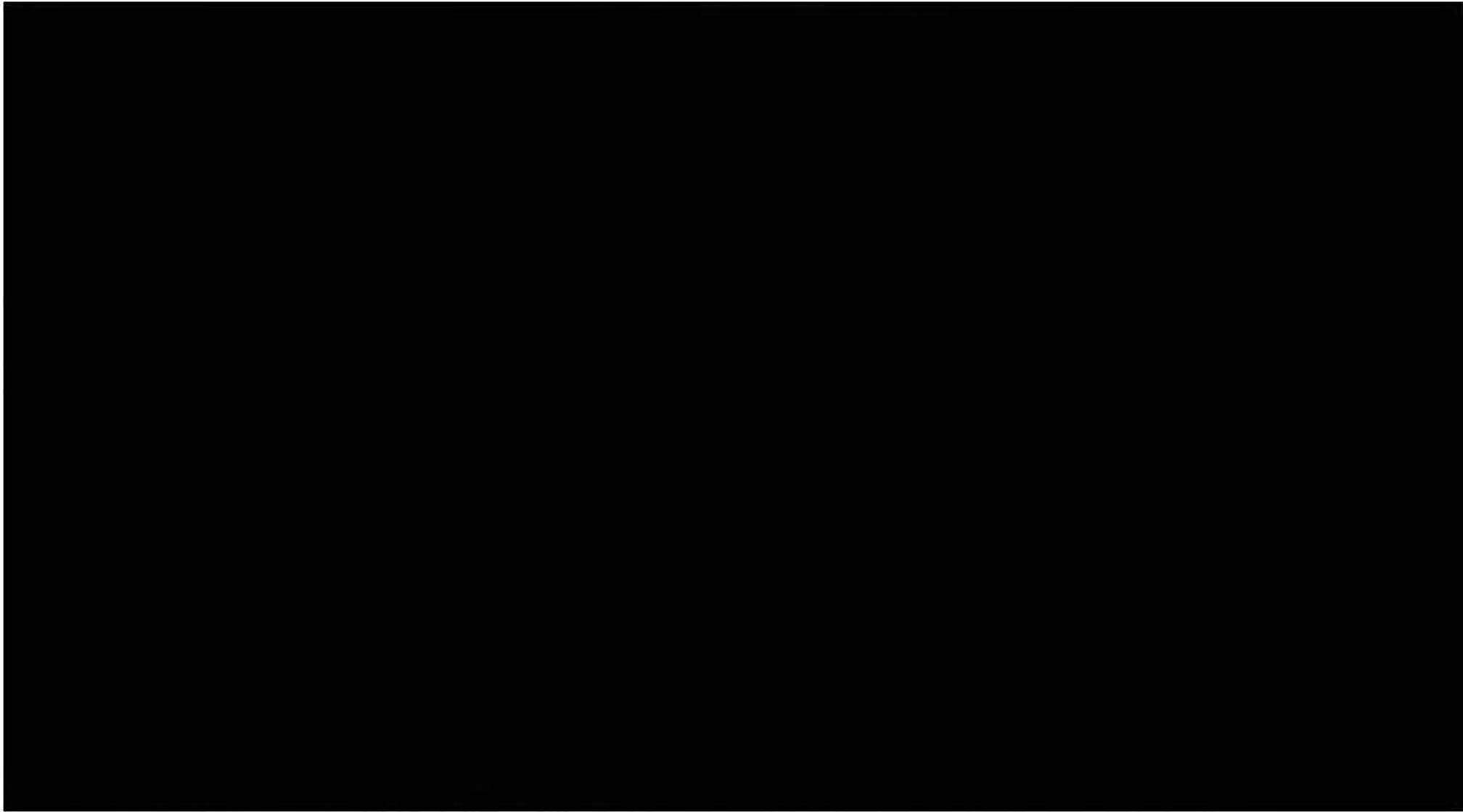
Grade Level	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
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Source: Dr Leamer's backup

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Exhibit A4
Intel [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Notes: 235 employees with home country other than the U.S. in 2009 are dropped.
Mean base salary in each grade is shown in white.
Number of employees in each year is shown on top of each box.
Source: Dr. Leamer's backup.

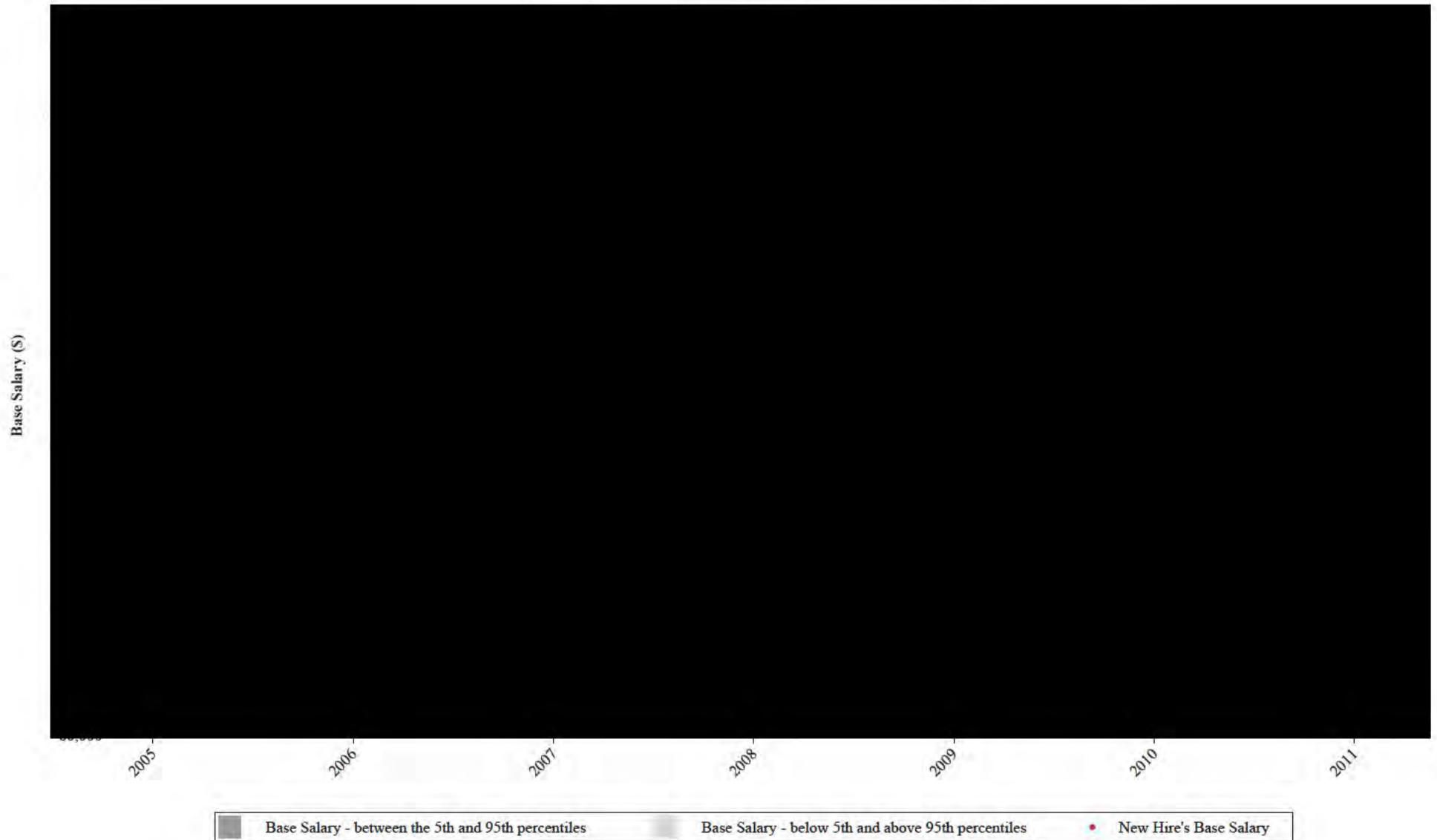
Exhibit A5
Apple - Number of Employees by Grade Level and Year
Technical, Creative, and R&D Class
2001 - 2011

<u>Grade Level</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>

Source: Dr Leamer's backup

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Exhibit A6
Apple [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2005 - 2011



Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

Exhibit A7
Select Adobe Job Code Years With Multiple Salary Ranges
Technical, Creative, and R&D Class

<u>Job Code</u>	<u>Job Title</u>	<u>Year</u>	<u>Minimum</u>	<u>Middle</u>	<u>Maximum</u>
[REDACTED]					

Source: Dr. Leamer's backup.

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
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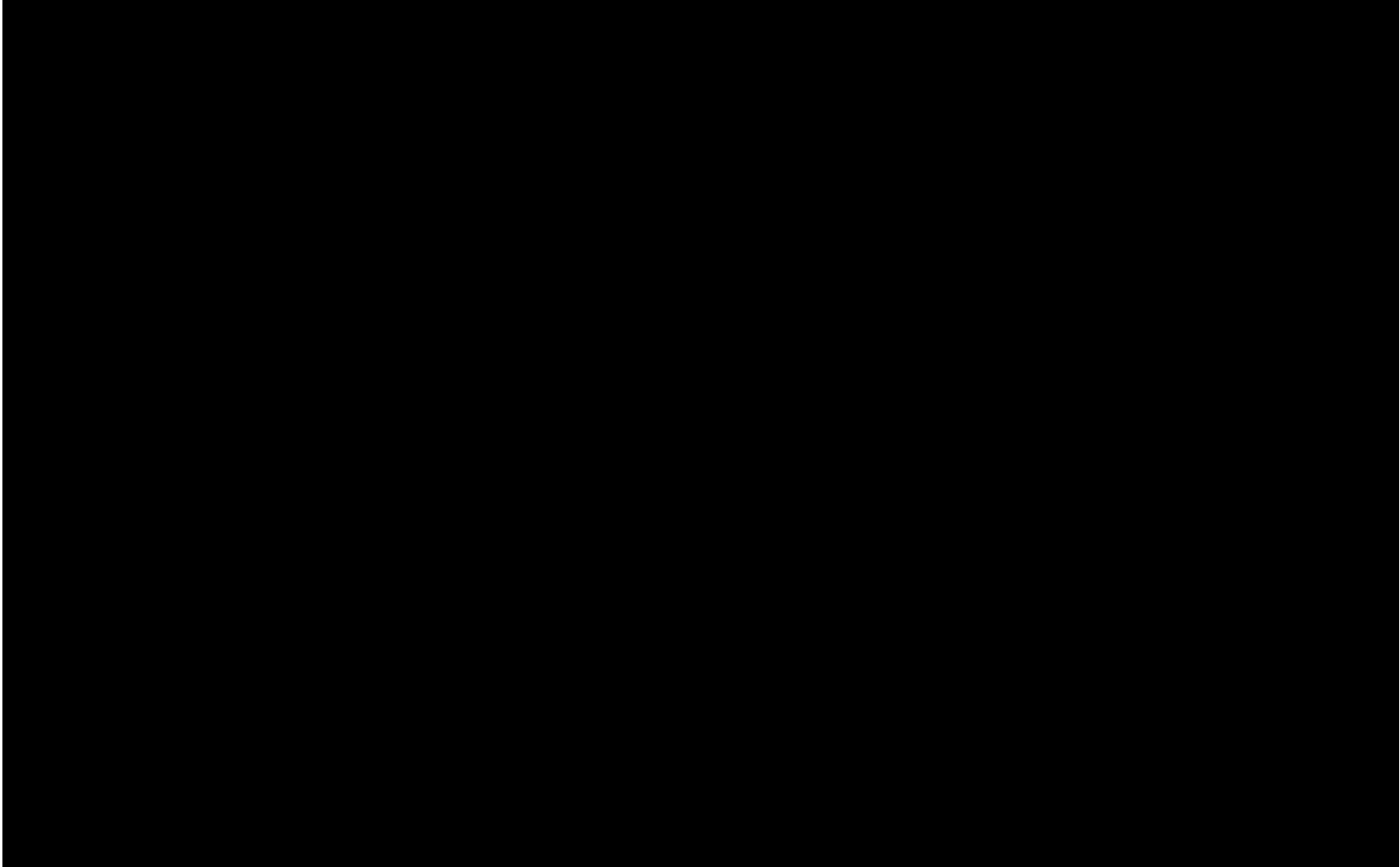


Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
[REDACTED]											

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011
[REDACTED]											

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

<u>Job Code</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

<u>Job Code</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>

Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

Job Code	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

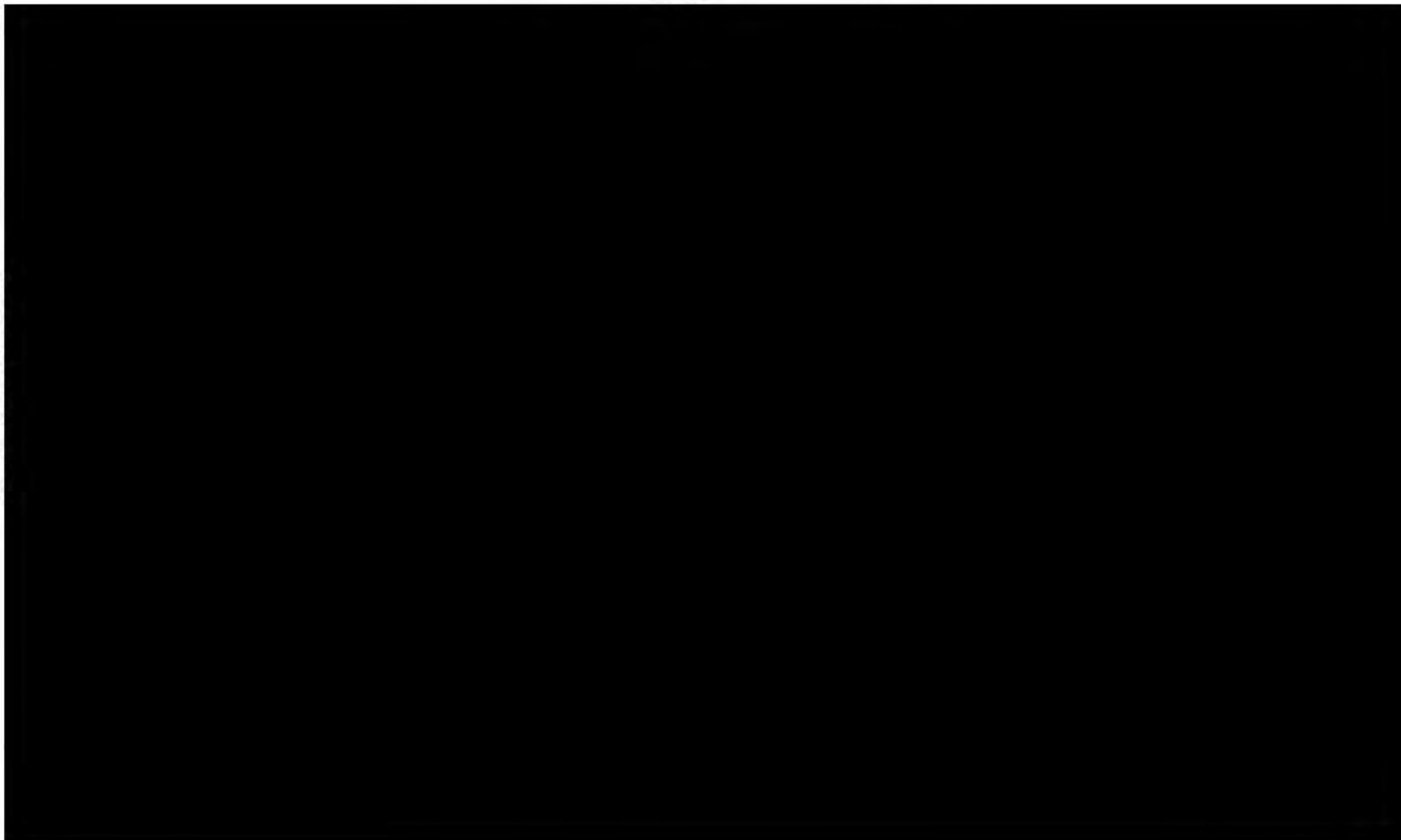
Exhibit A8
Adobe - Number of Employees by Job Code and Year
Technical, Creative, and R&D Class
2001 - 2011

<u>Job Code</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>

Source: Dr. Leamer's backup.

Exhibit A9
Count of Adobe Job Codes
By Number of Employees in Job Code
Technical, Creative, and R&D Class
2005

Count of Adobe Job Codes



Source: Dr. Leamer's backup.

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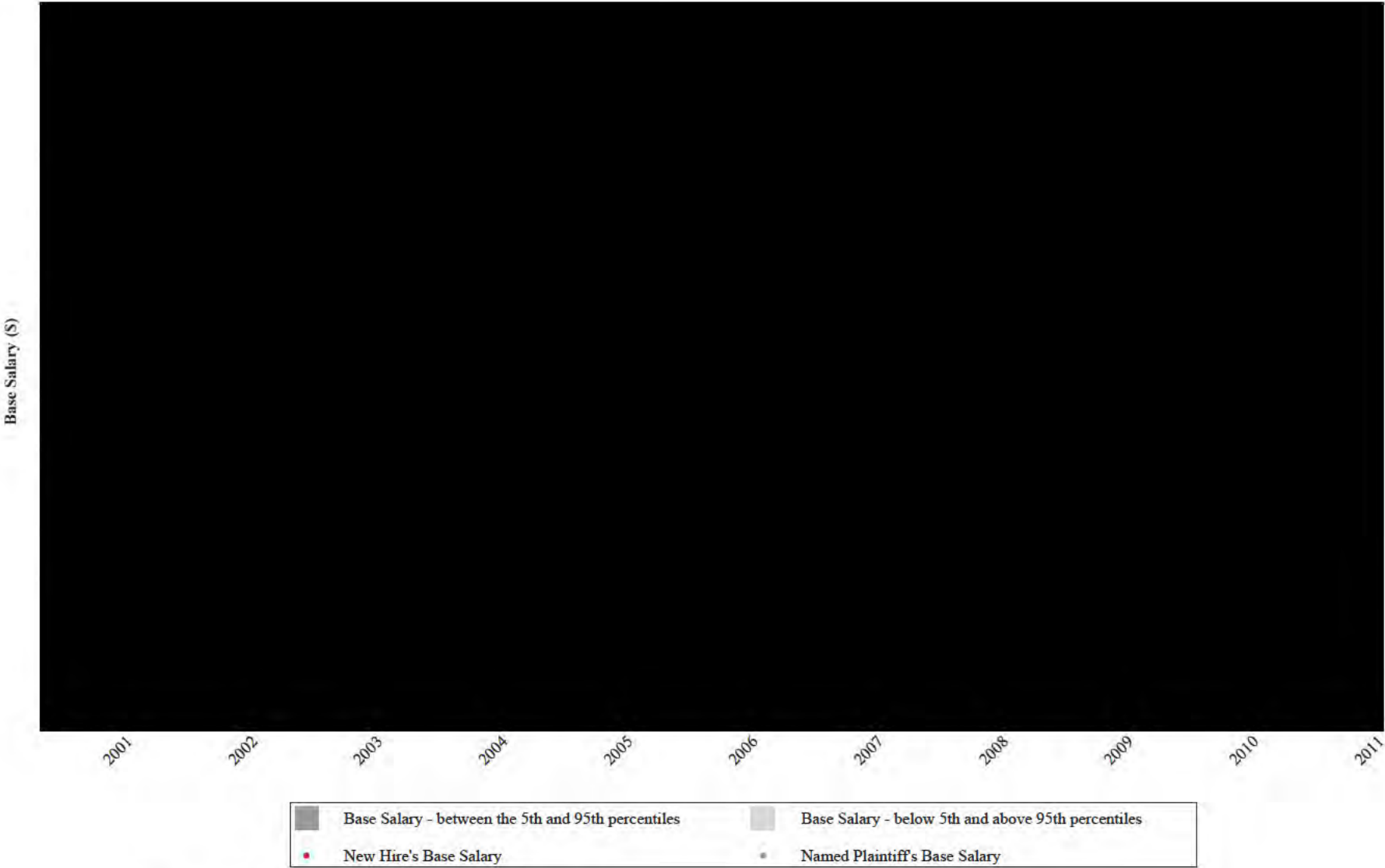
Exhibit A10
Adobe Job Code [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

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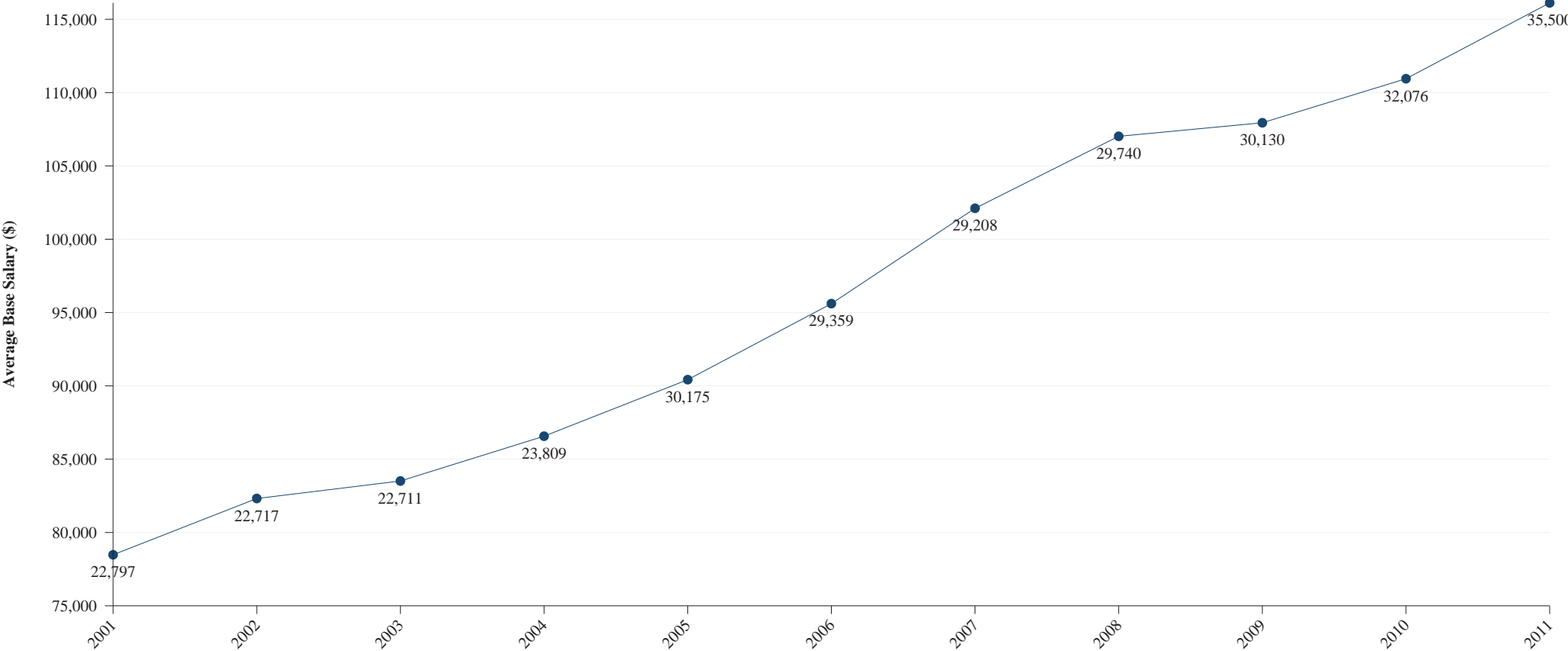
Exhibit A11
Adobe Job Code [REDACTED] - Base Salary Over Time
Technical, Creative, and R&D Class
2001 - 2011



Notes: Number of employees in each year is shown on top of each box.
Mean base salary in each grade is shown in white.
Source: Dr. Leamer's backup.

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Exhibit A12
Adobe, Apple, Intel - Weighted Average Base Salary of Selected Grades
Technical, Creative and R&D Class
2001 - 2011



Notes: Number of employees in each year is shown in black.
Average base salary is calculated by year and includes Intel employees in grades 5 to 11, Adobe employees in job codes 3001078, 3001498, 3001077, 3001079 and Apple employees in grades 1080, 1082, 1084, 1086, and 1088.
The average growth rate of the average base salary is 4.5% during the alleged conduct period, and 3.5% outside of the alleged conduct period.
Alternatively, the average growth rate of the average base salary is 3.0% during the alleged conduct period, and 2.3% outside of the alleged conduct period when growth is first calculated by grade and then averaged across the year.
Source: Dr. Leamer's backup.

Exhibit A13
Google - Number of Employees by Grade Level and Year
Technical, Creative, and R&D Class
2001 - 2011

Grade Level	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011

Source: Dr. Leamer's backup.

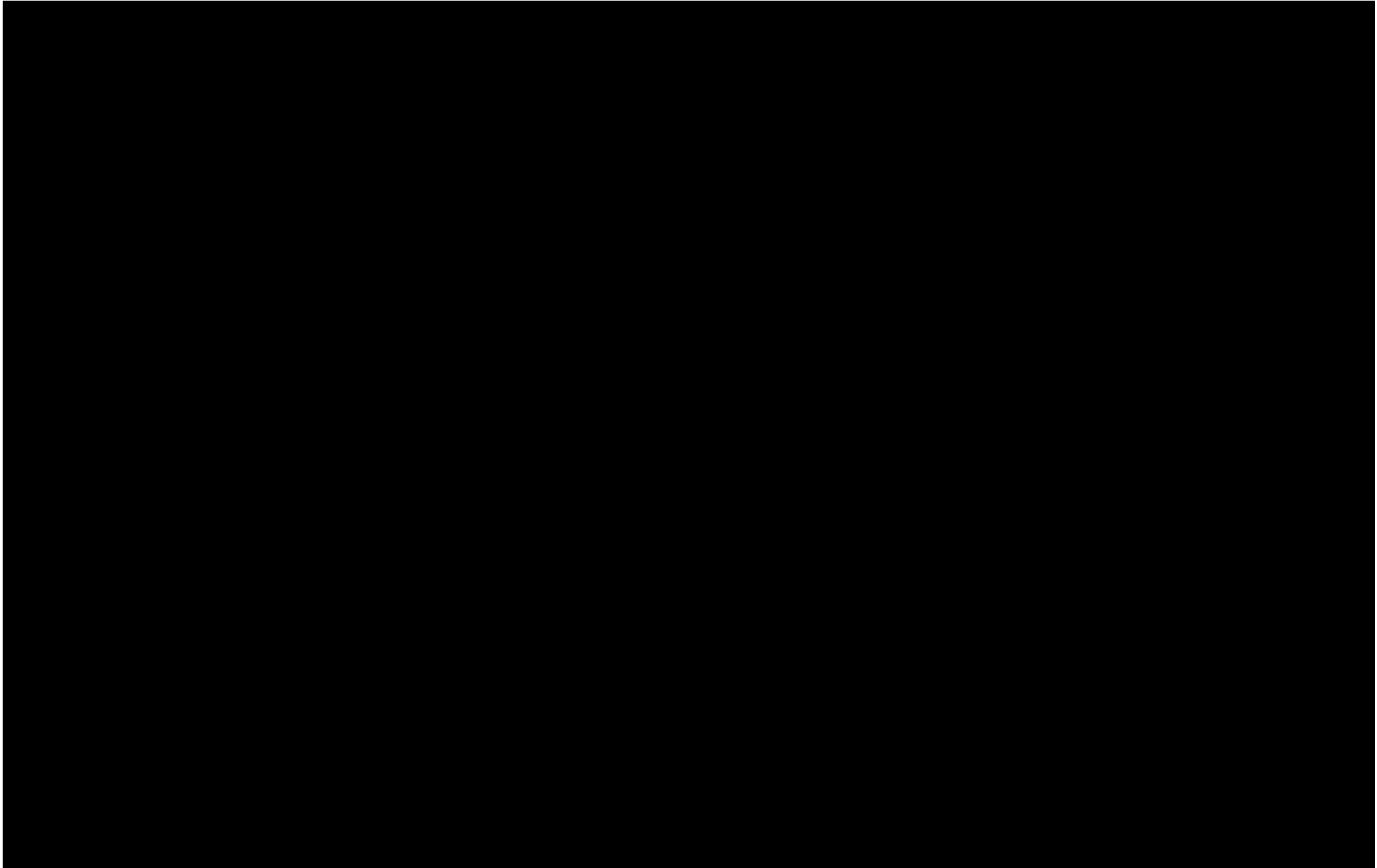
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Exhibit A14
Google [REDACTED] - Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
2001 - 2011

Source: Dr. Leamer's backup.

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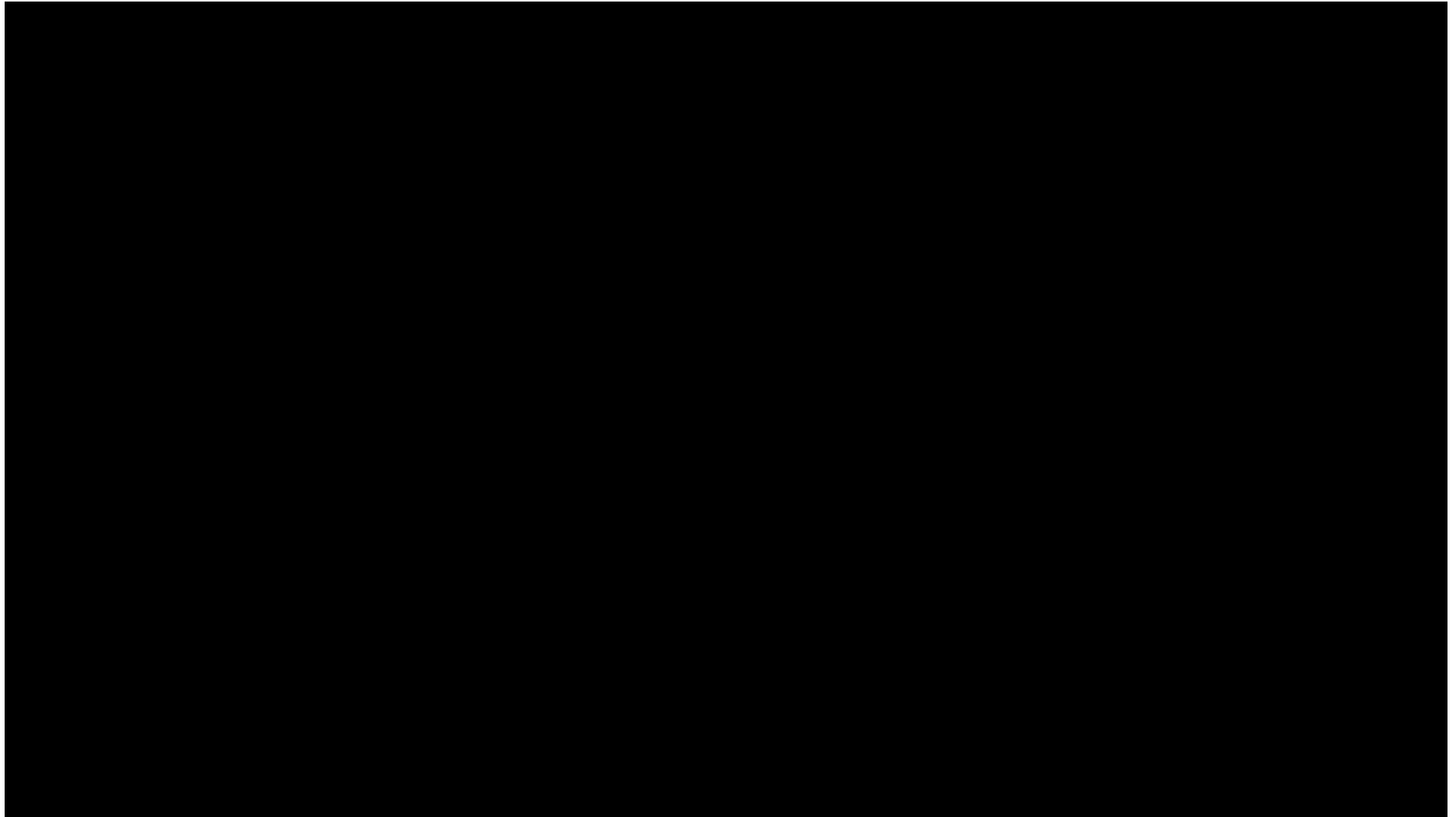
Exhibit A15
Google [REDACTED] - Number of Employees by Job Title Over Time
Technical, Creative, and R&D Class
2001 - 2011



Source: Dr. Leamer's backup.

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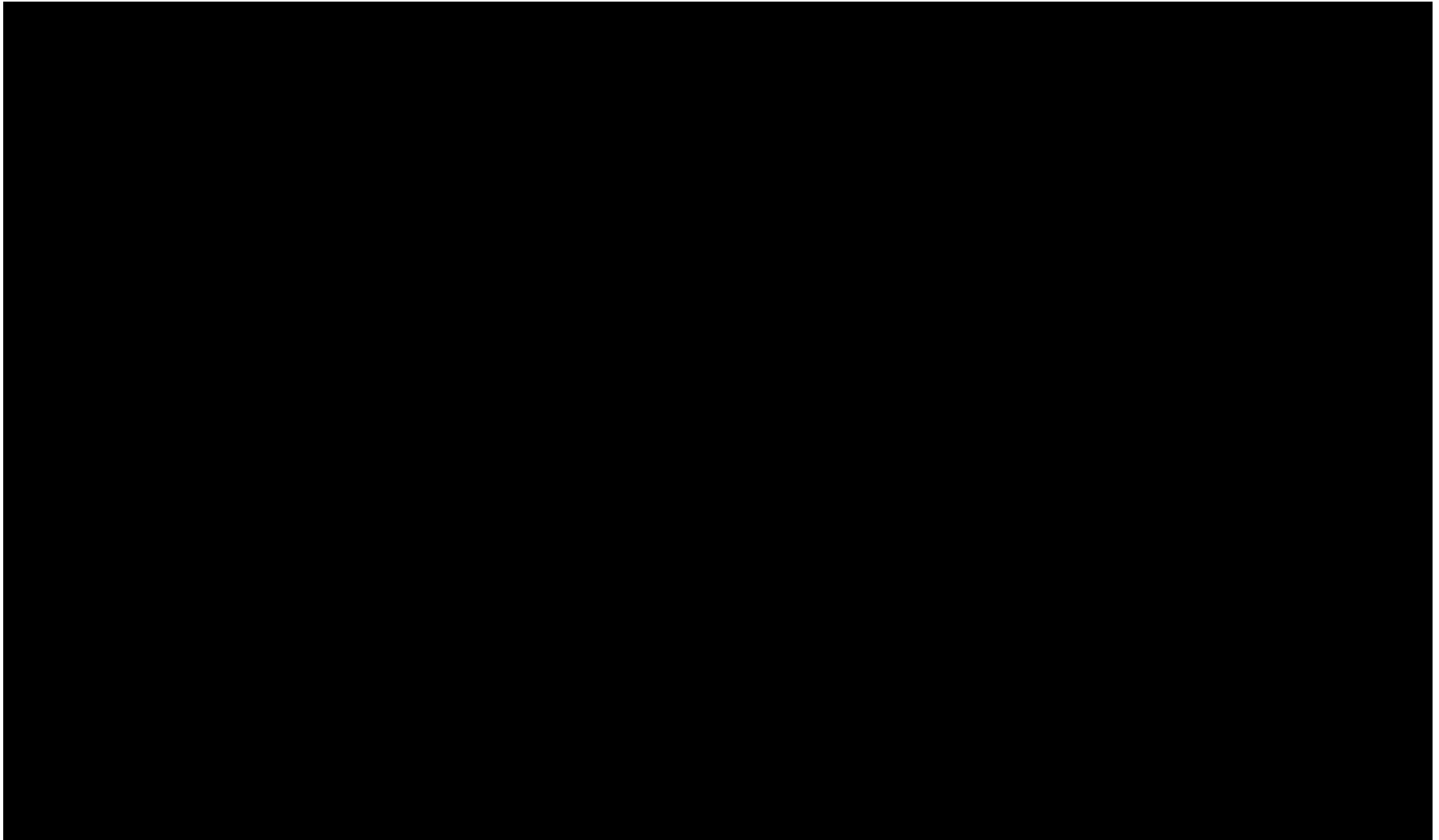
Exhibit A16
Google - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

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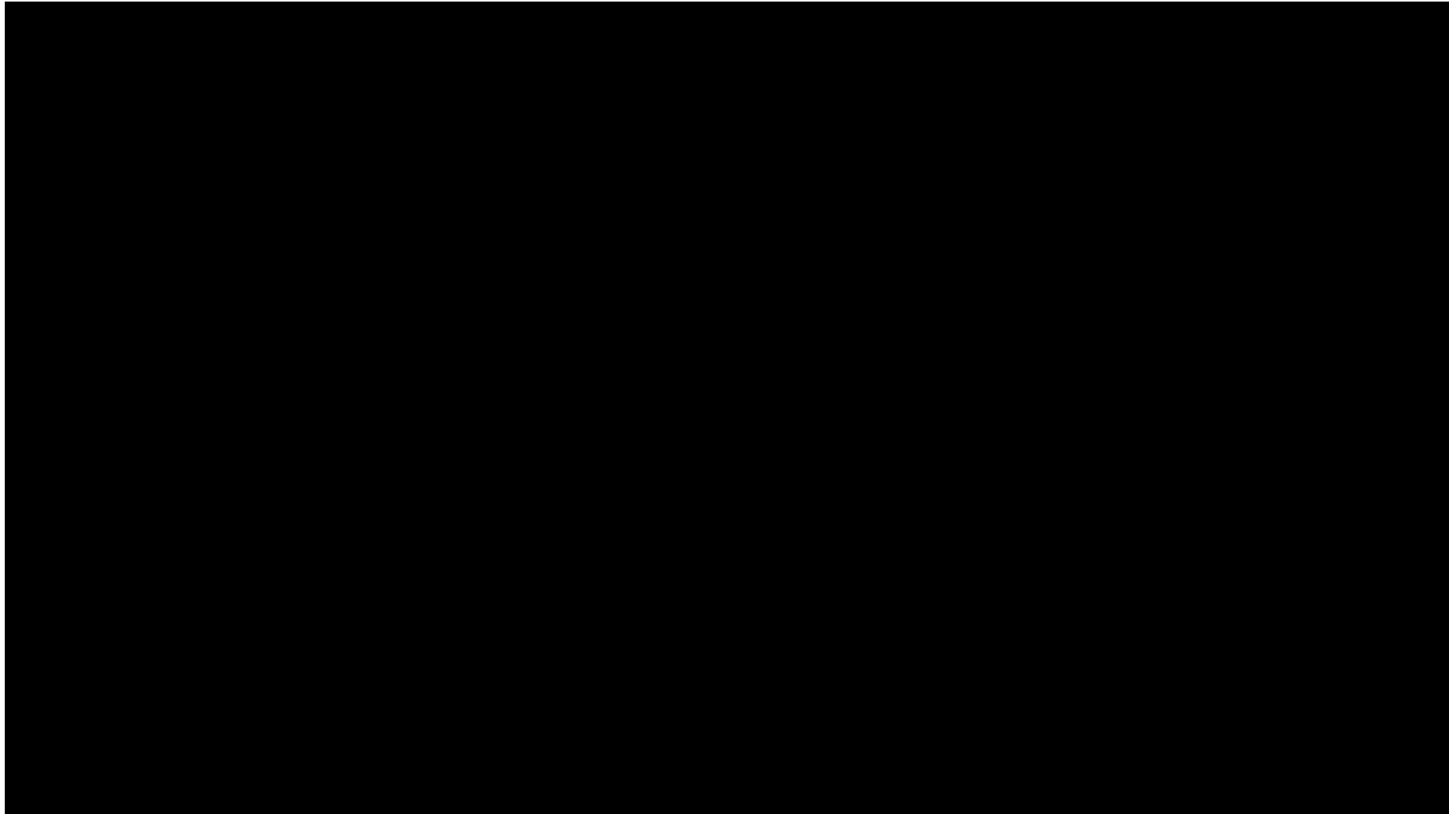
Exhibit A17
Google - [REDACTED]
Share of Employees New to the Grade
Technical, Creative, and R&D Class
2002 - 2011



Source: Dr. Leamer's backup.

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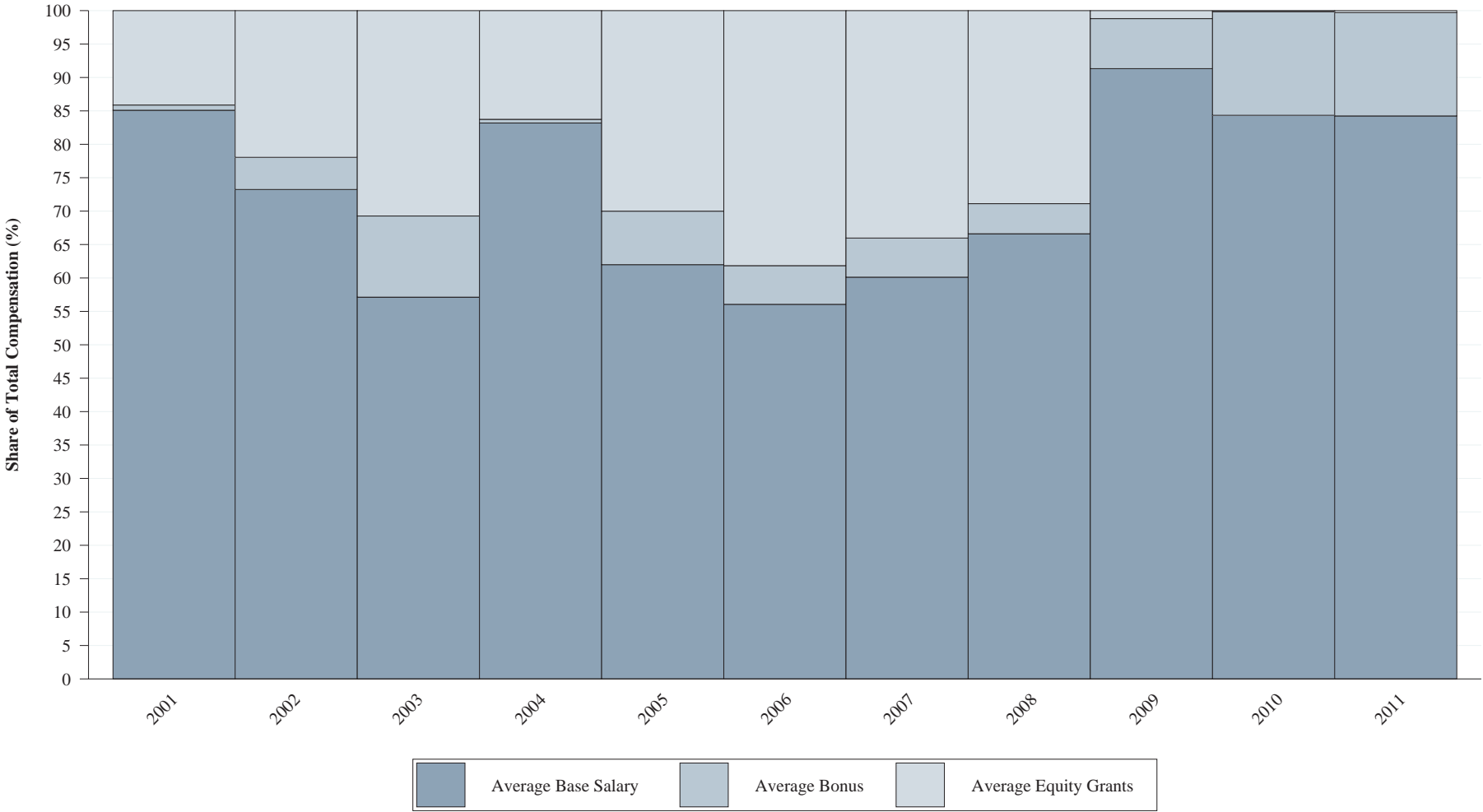
Exhibit A18
Intuit Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

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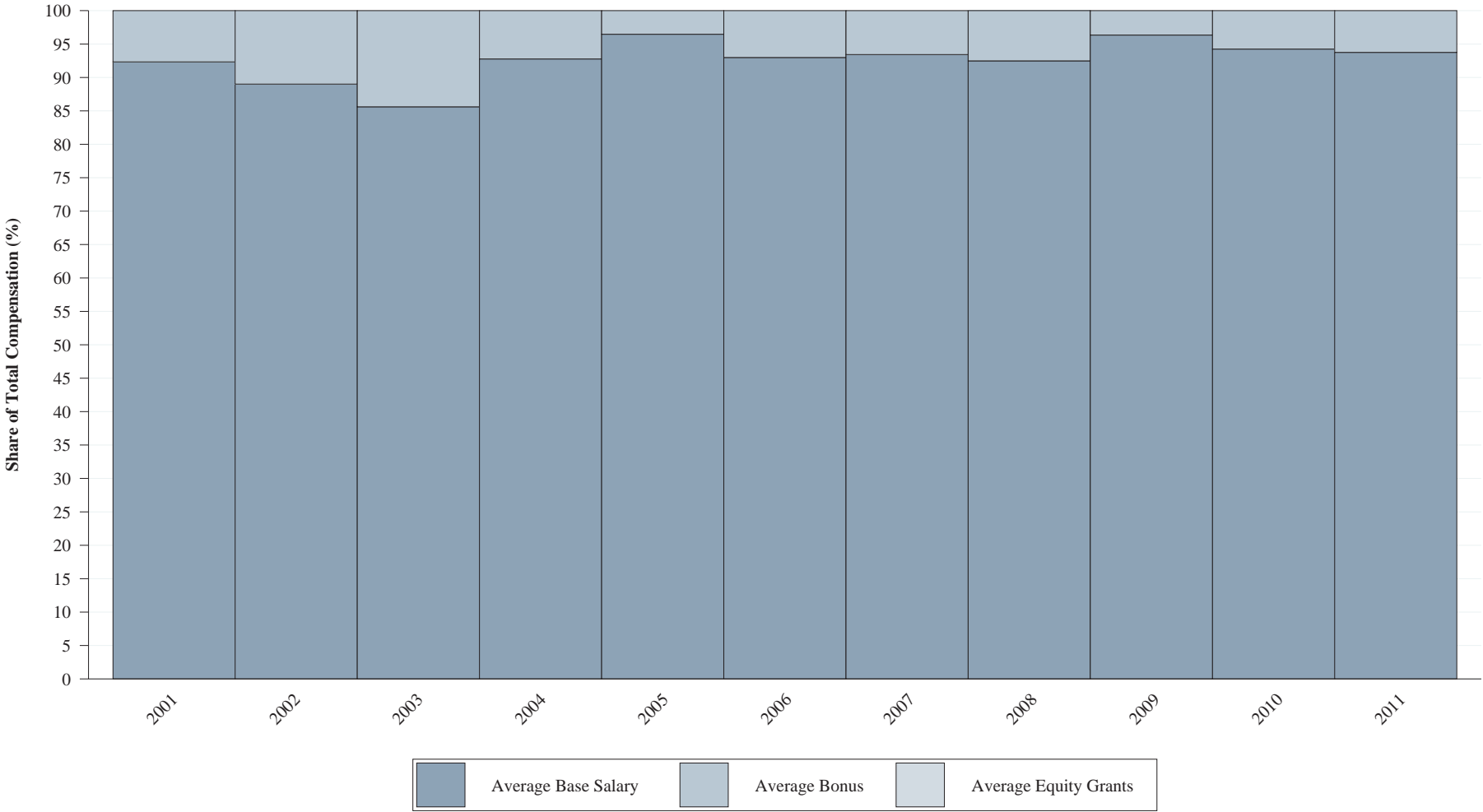
Exhibit A19
Pixar Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

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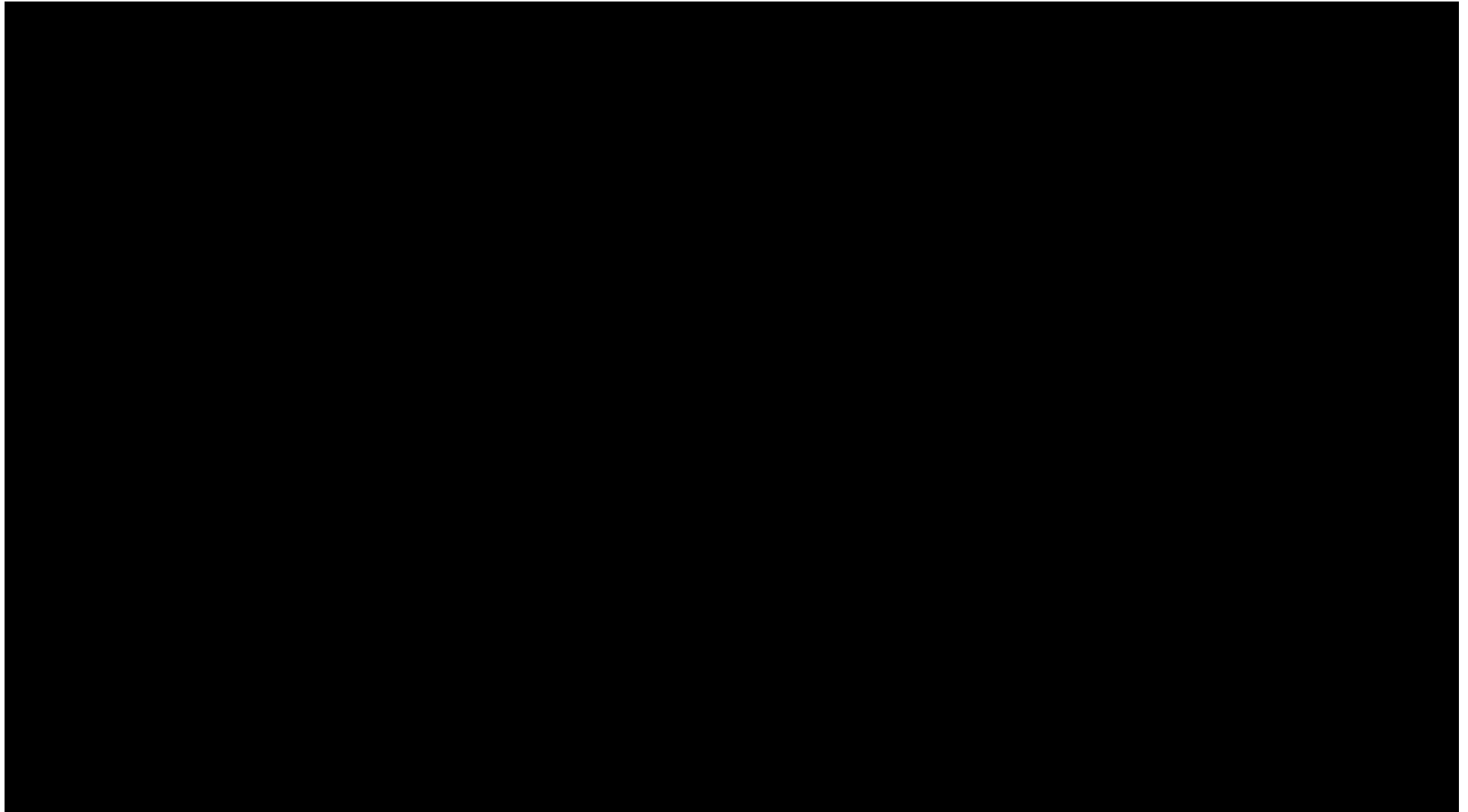
Exhibit A20
Lucasfilm Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001 - 2011



Notes: Excludes over-time and LTI compensation.
Source: Dr. Leamer's backup.

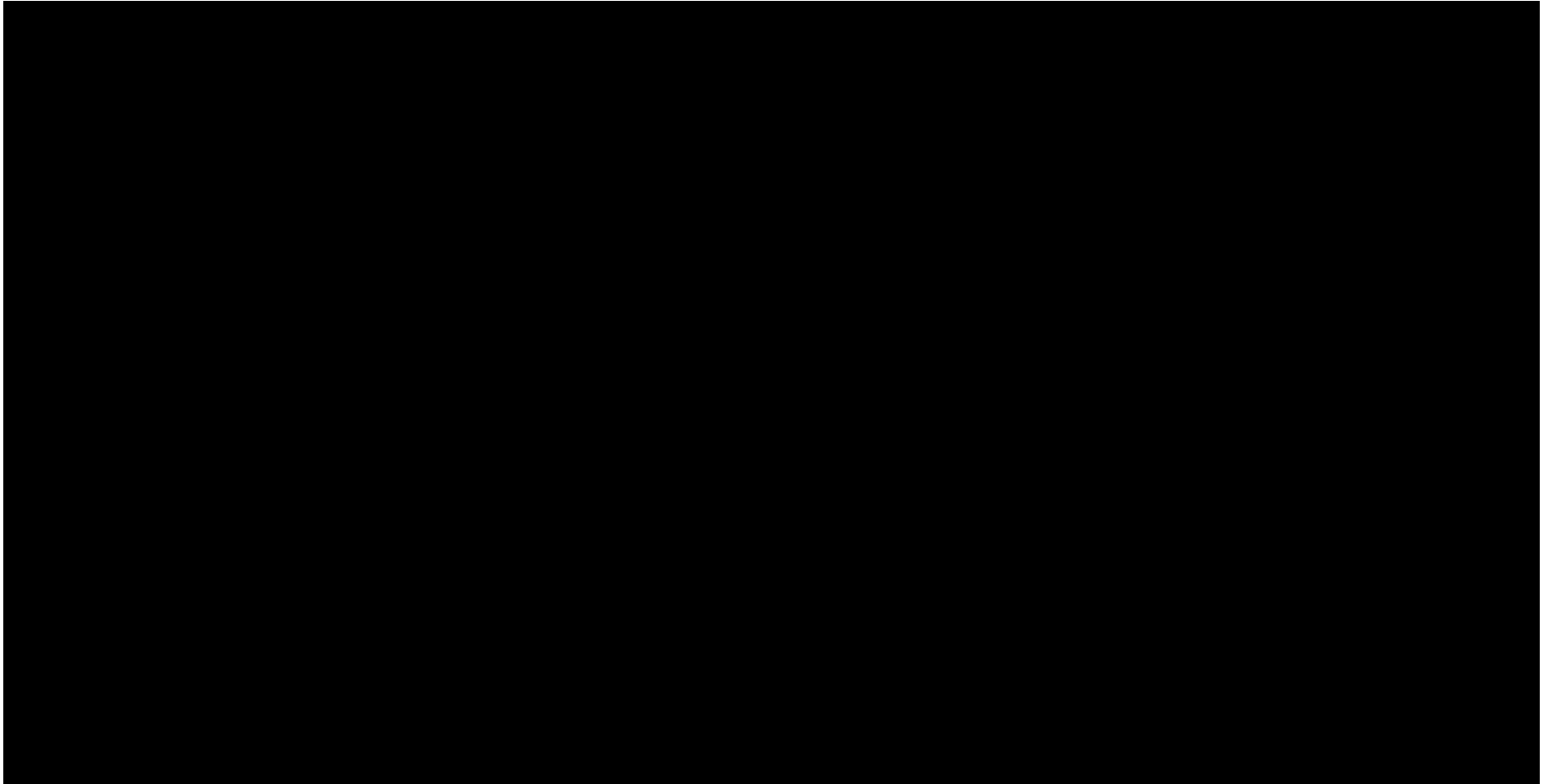
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Exhibit B1
Adobe, Apple, Intel, and Google
Separation Rates Comparison Between Employees with Some and Zero Equity Grants
Technical, Creative and R&D Class



Source: Dr. Leamer's backup.

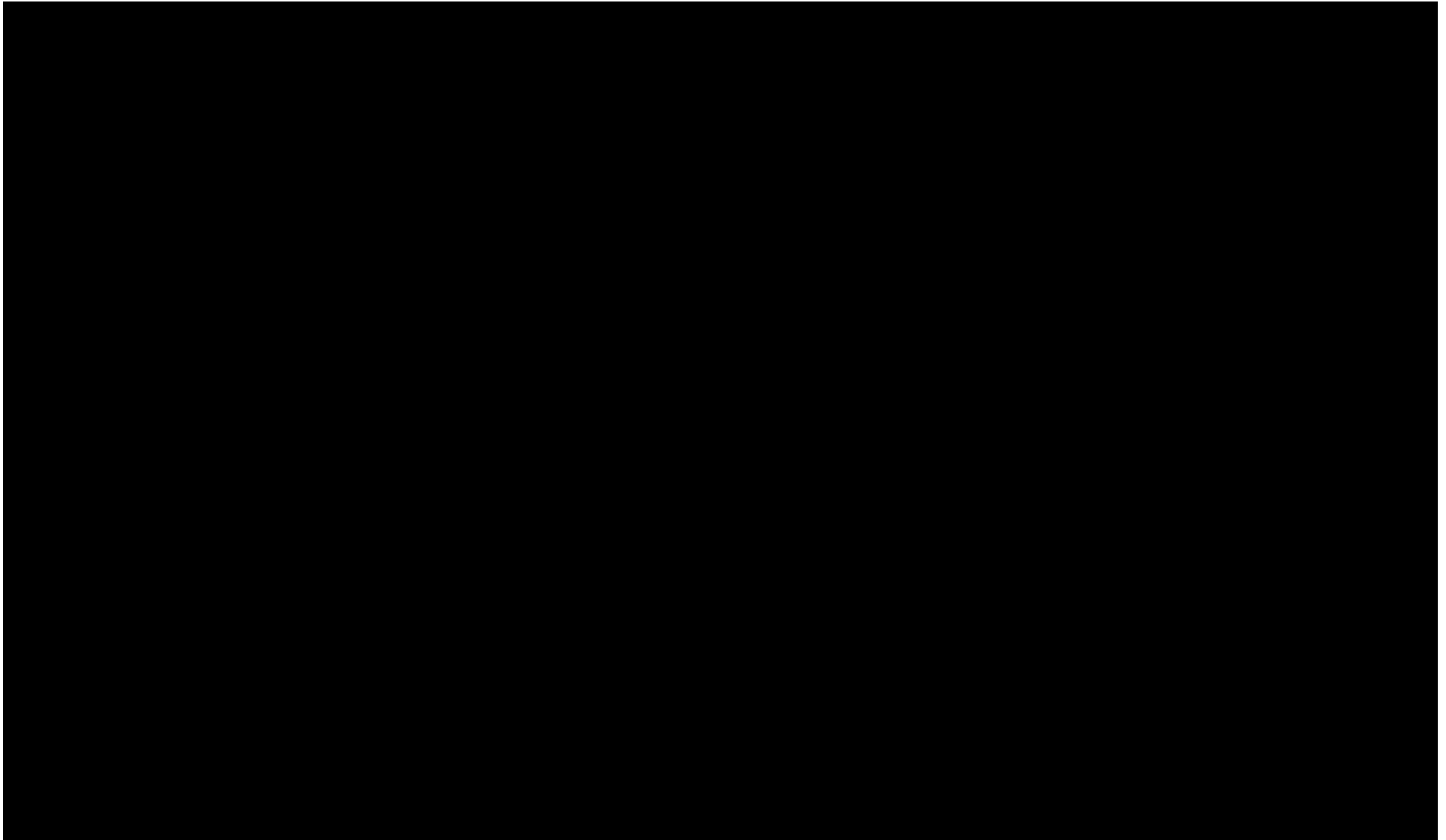
Exhibit B2
Adobe, Apple, Intel, and Google
Retention of Employees with Some and Zero Equity Grants
Technical, Creative and R&D Class
2001 - 2011



Source: Dr Leamer's backup

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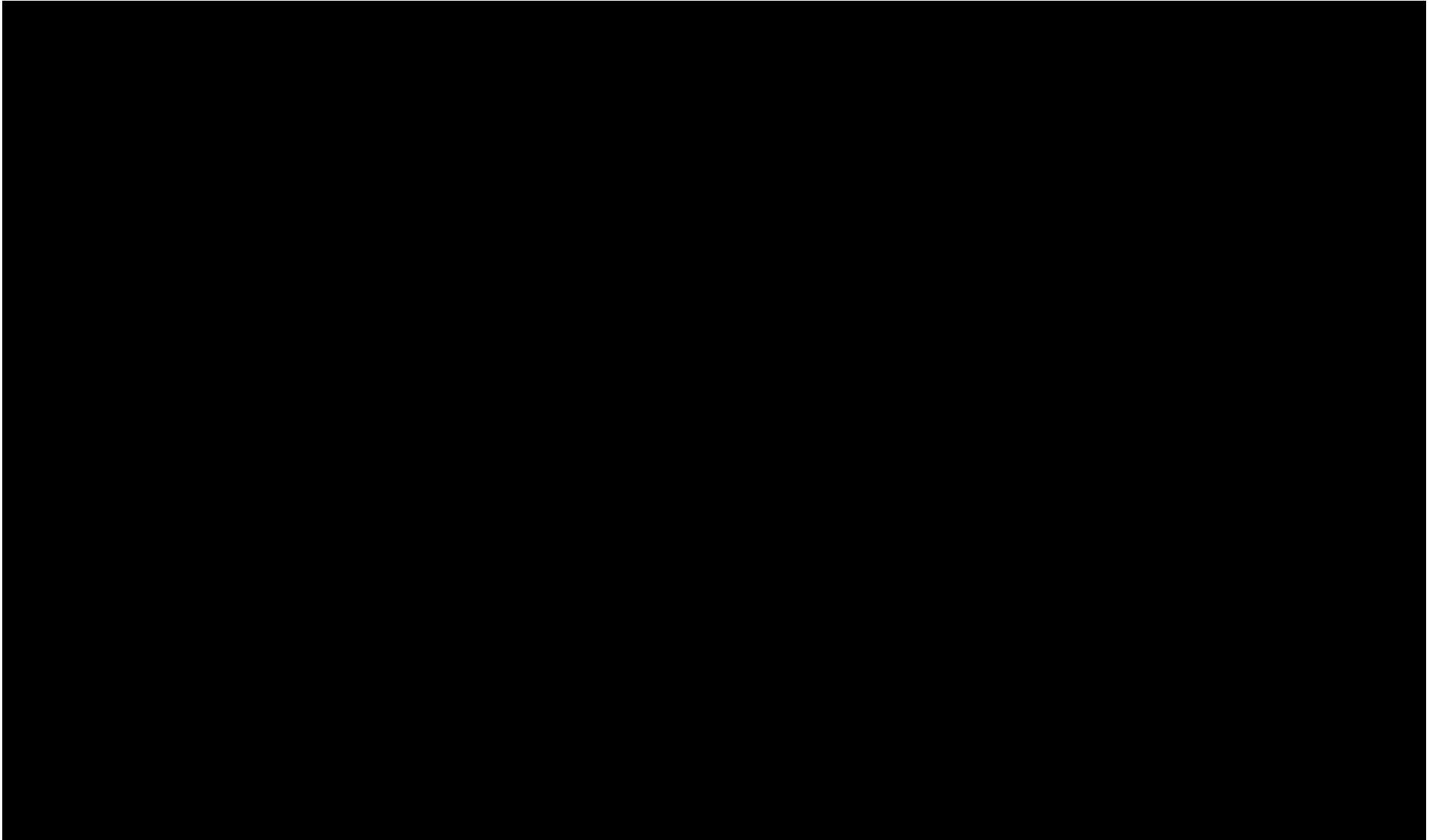
Exhibit B3
Adobe -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Source: Dr. Leamer's backup.

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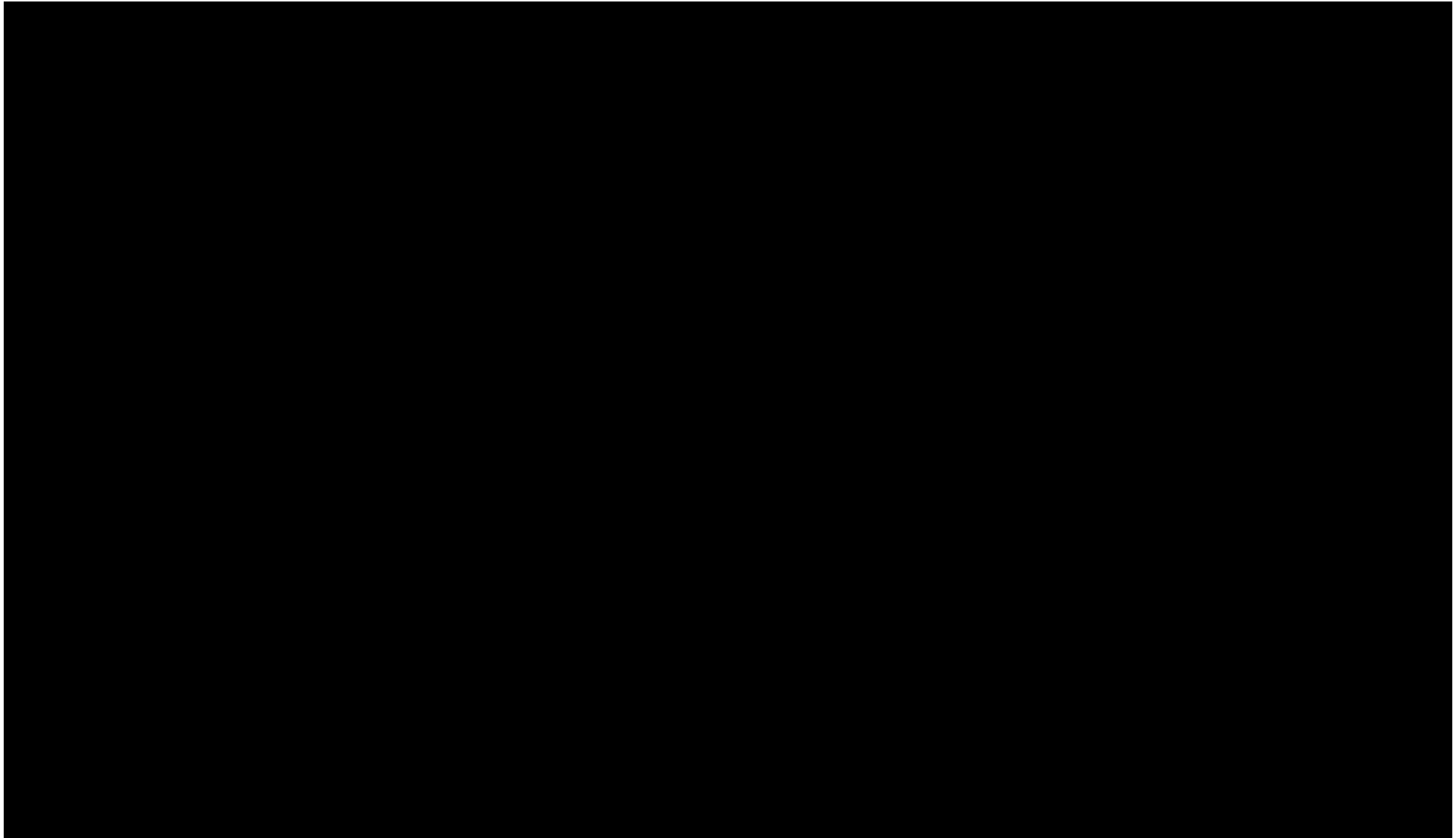
Exhibit B3
Apple -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Source: Dr. Leamer's backup.

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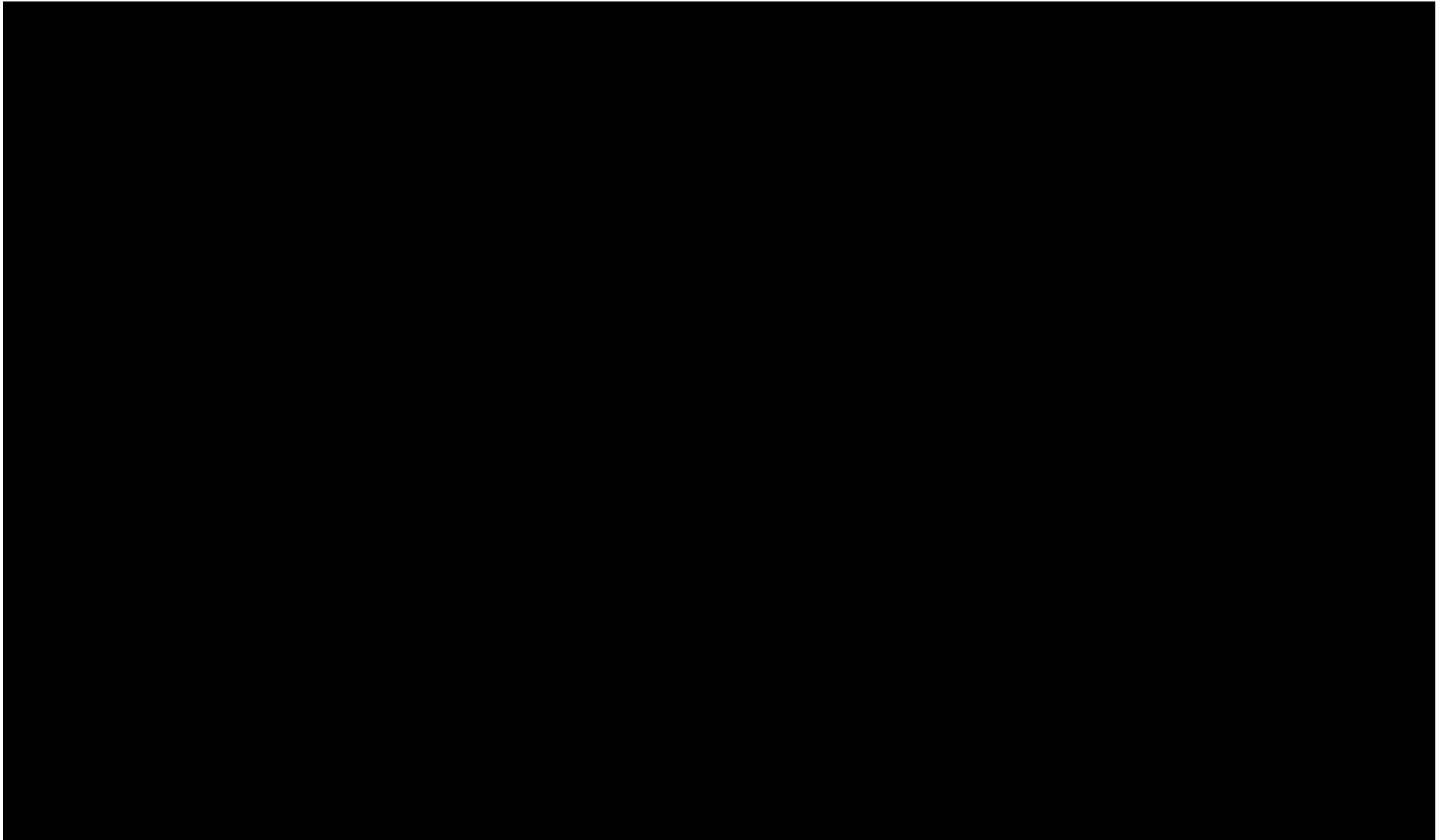
Exhibit B3
Google -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Source: Dr. Leamer's backup.

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Exhibit B3
Intel -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Source: Dr. Leamer's backup.

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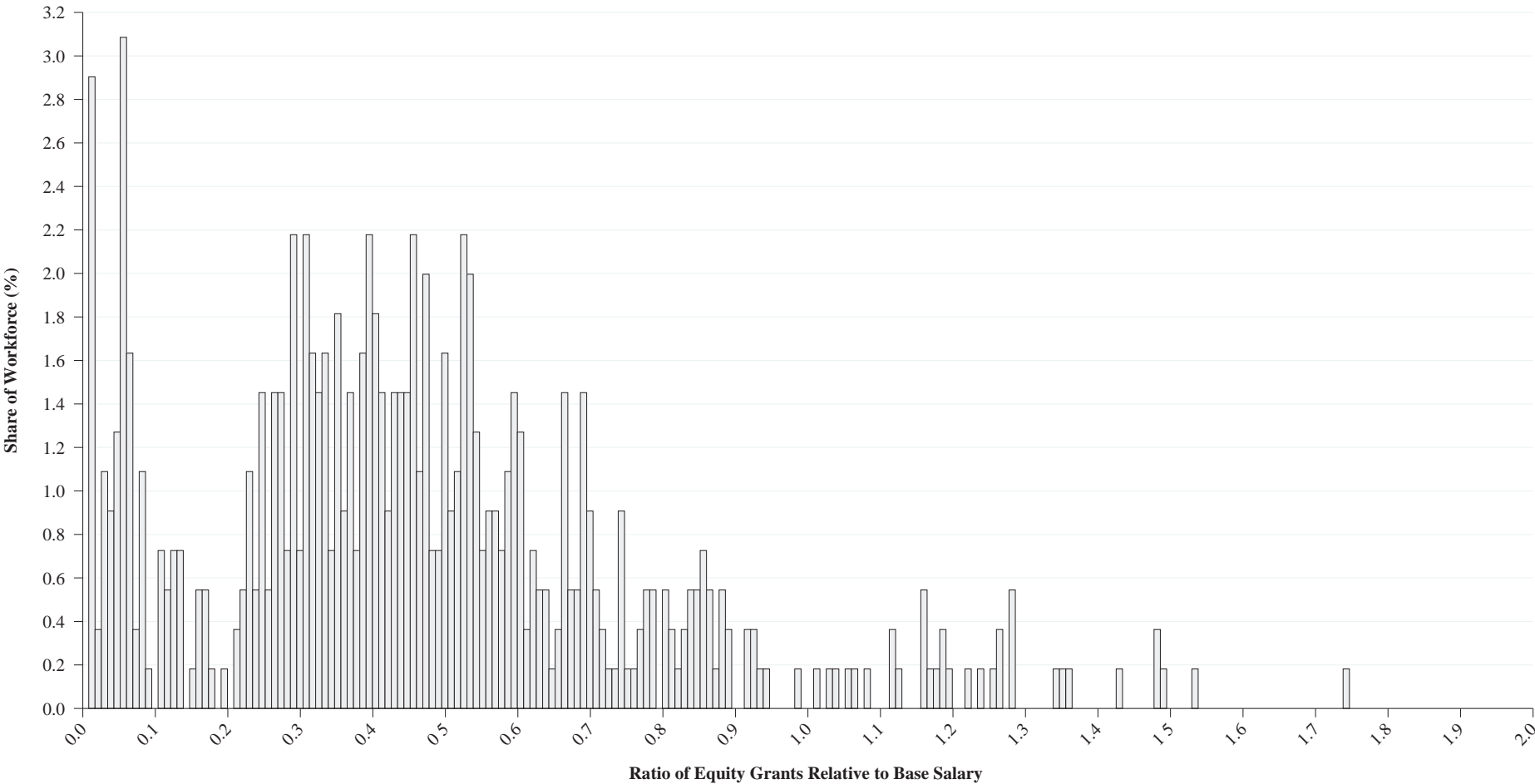
Exhibit B3
Intuit -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Source: Dr. Leamer's backup.

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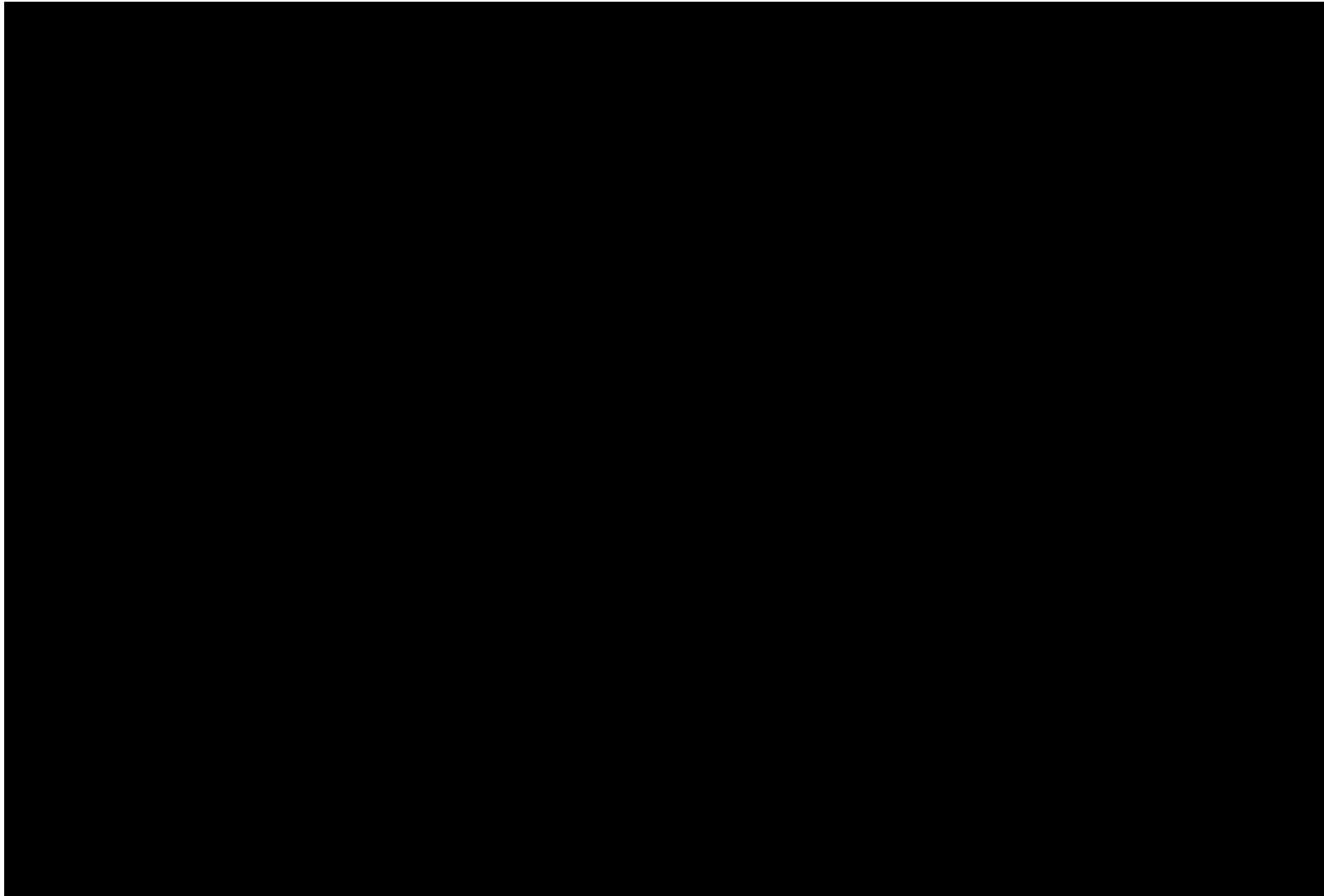
Exhibit B3
Pixar -Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2007



Notes: Excludes a total of 5 employee(s) with no equity grants.
Excludes a total of 8 employee(s) with a ratio greater than 2.
Includes 551 employee(s) in the class.
Source: Dr. Leamer's backup.

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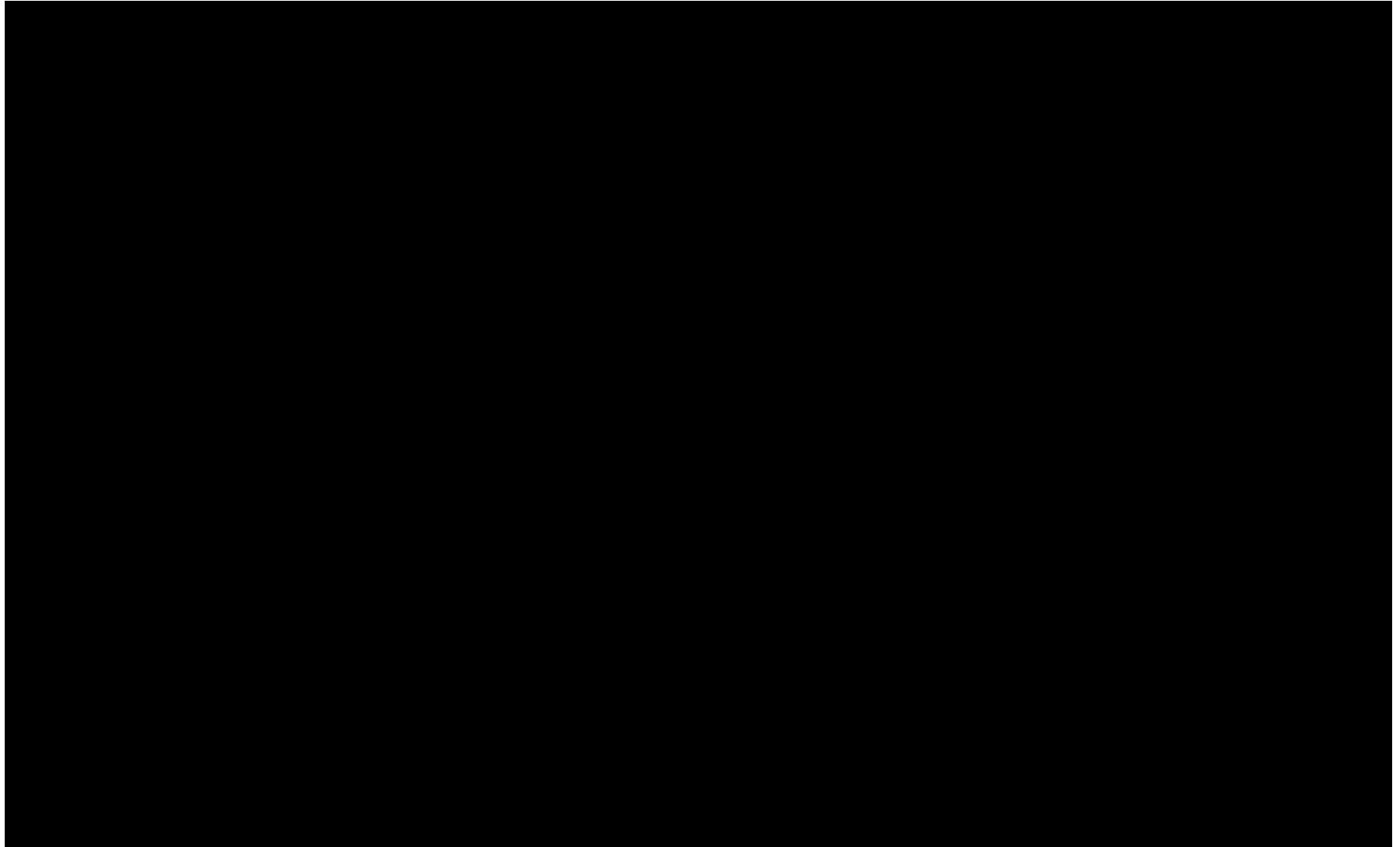
Exhibit B4
Share of Workforce Which was Awarded Some Equity Grants
Technical, Creative, and R&D Class
2001 - 2011



Source: Dr. Leamer's backup.

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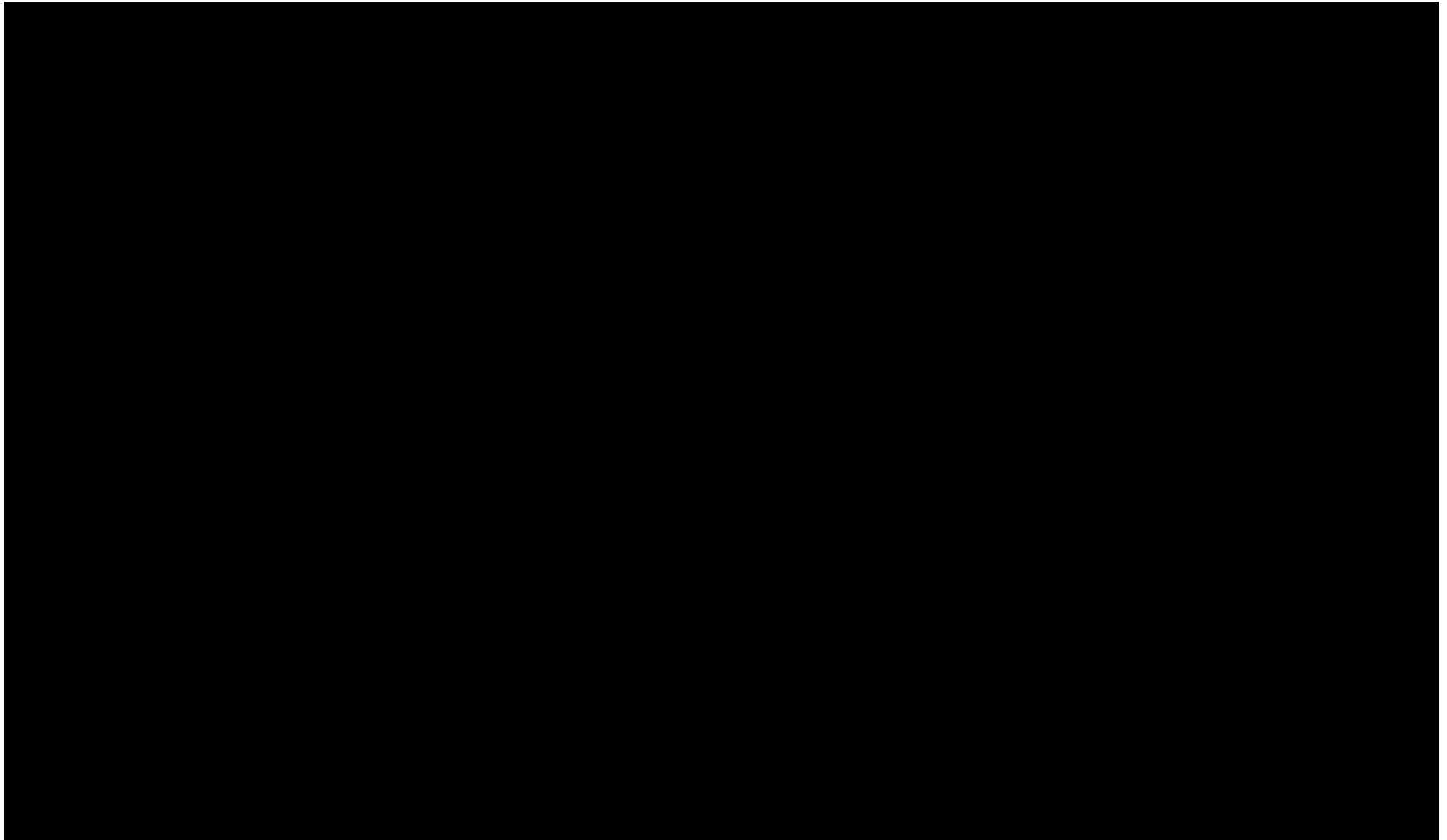
Exhibit B5
Intel - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2001-2011



Source: Dr. Leamer's backup.

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Exhibit B6
Apple - [REDACTED]
Base Salary, Bonus, Equity Grants as Percent of Total Compensation
Technical, Creative, and R&D Class
2005 - 2011



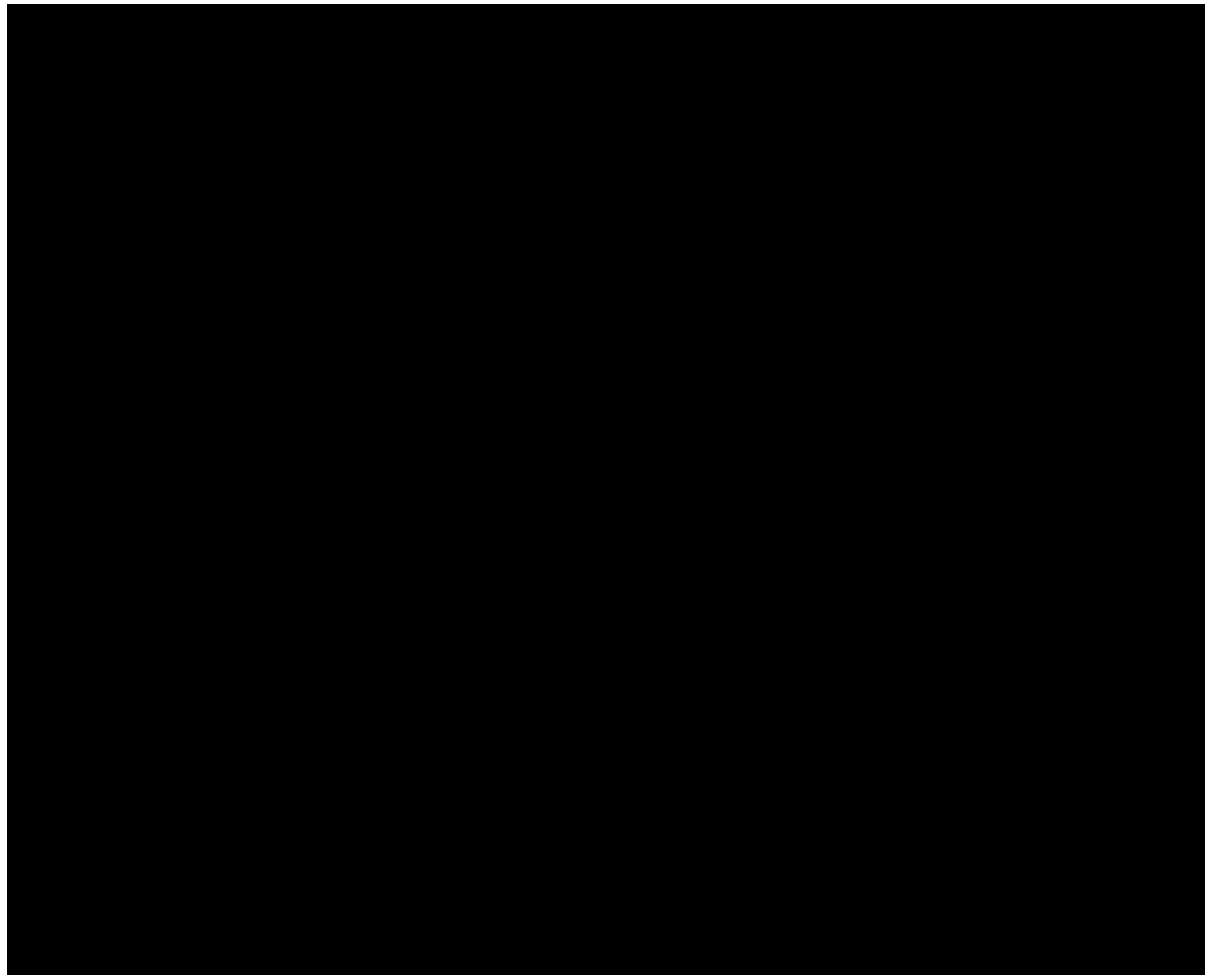
Source: Dr. Leamer's backup.

Exhibit B7

Intel - Santa Clara, CA Location

Job Title

**Total Compensation Relative to Performance Rating
Technical, Creative and R&D Class**



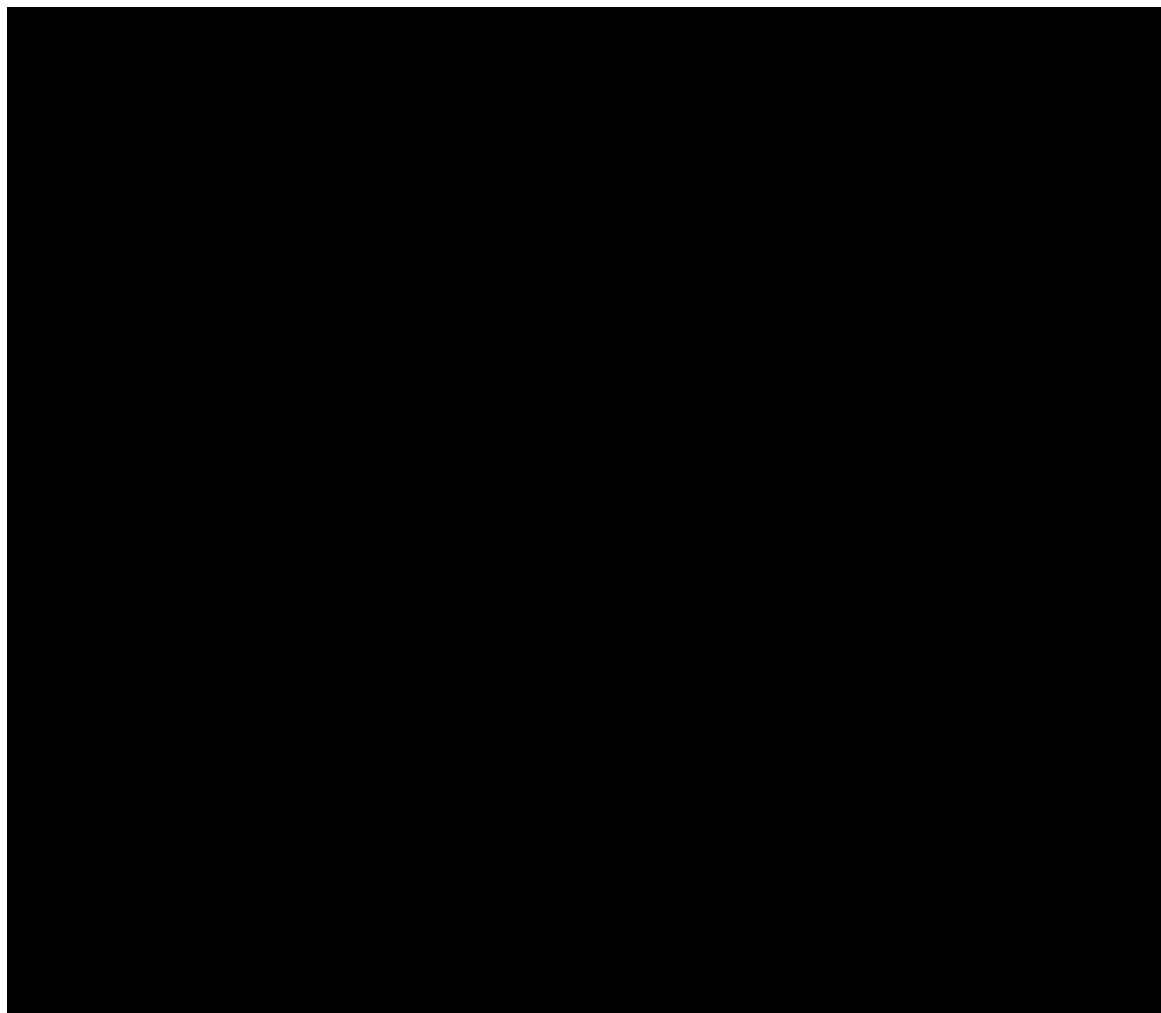
Source: Dr. Leamer's backup.

Exhibit B8

Intel - Santa Clara, CA Location

Job Title

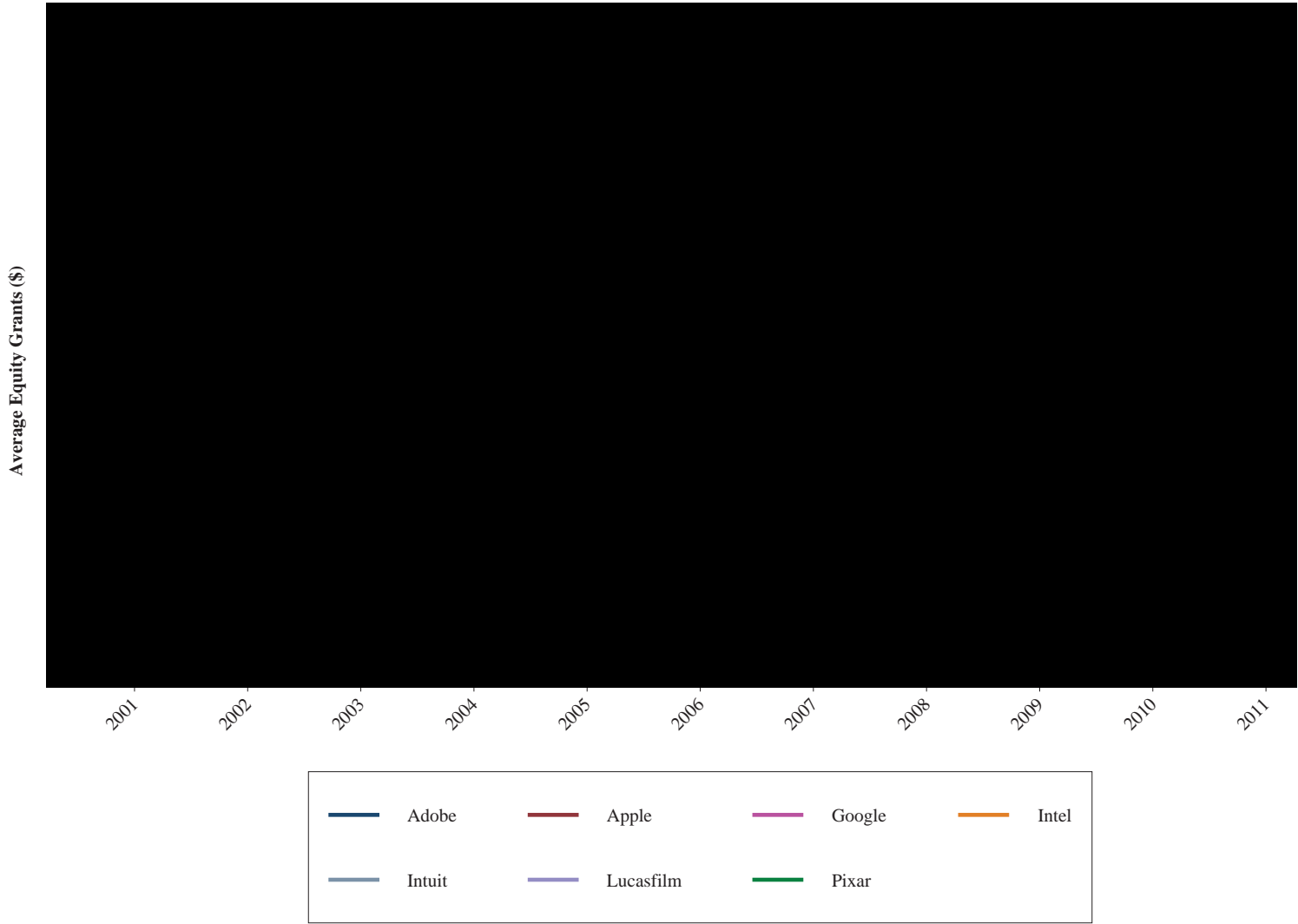
**Equity Grants Relative to Performance Rating
Technical, Creative and R&D Class**



Source: Dr. Leamer's backup.

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Exhibit C1
Average Equity Grants by Defendant and Year
Technical, Creative, and R&D Class
2001 - 2011



Source: Dr. Leamer's backup.

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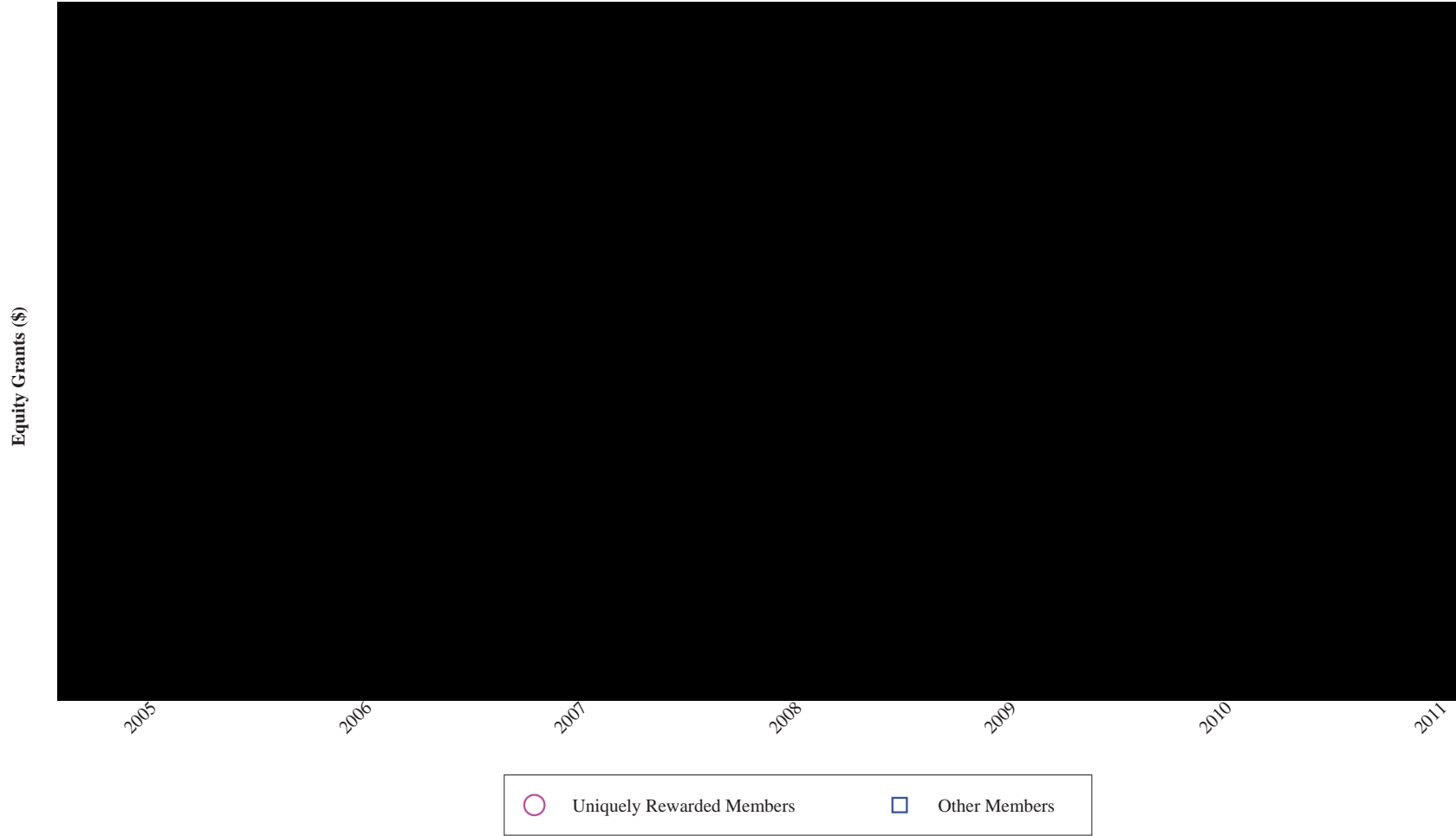
Exhibit C2
Adobe - San Jose Location
Job Title [REDACTED]
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2001-2011



Notes: Uniquely rewarded members are defined as employees with total compensation greater than \$120,000 and more than 15% earned in equity grants.
Source: Dr. Leamer's backup.

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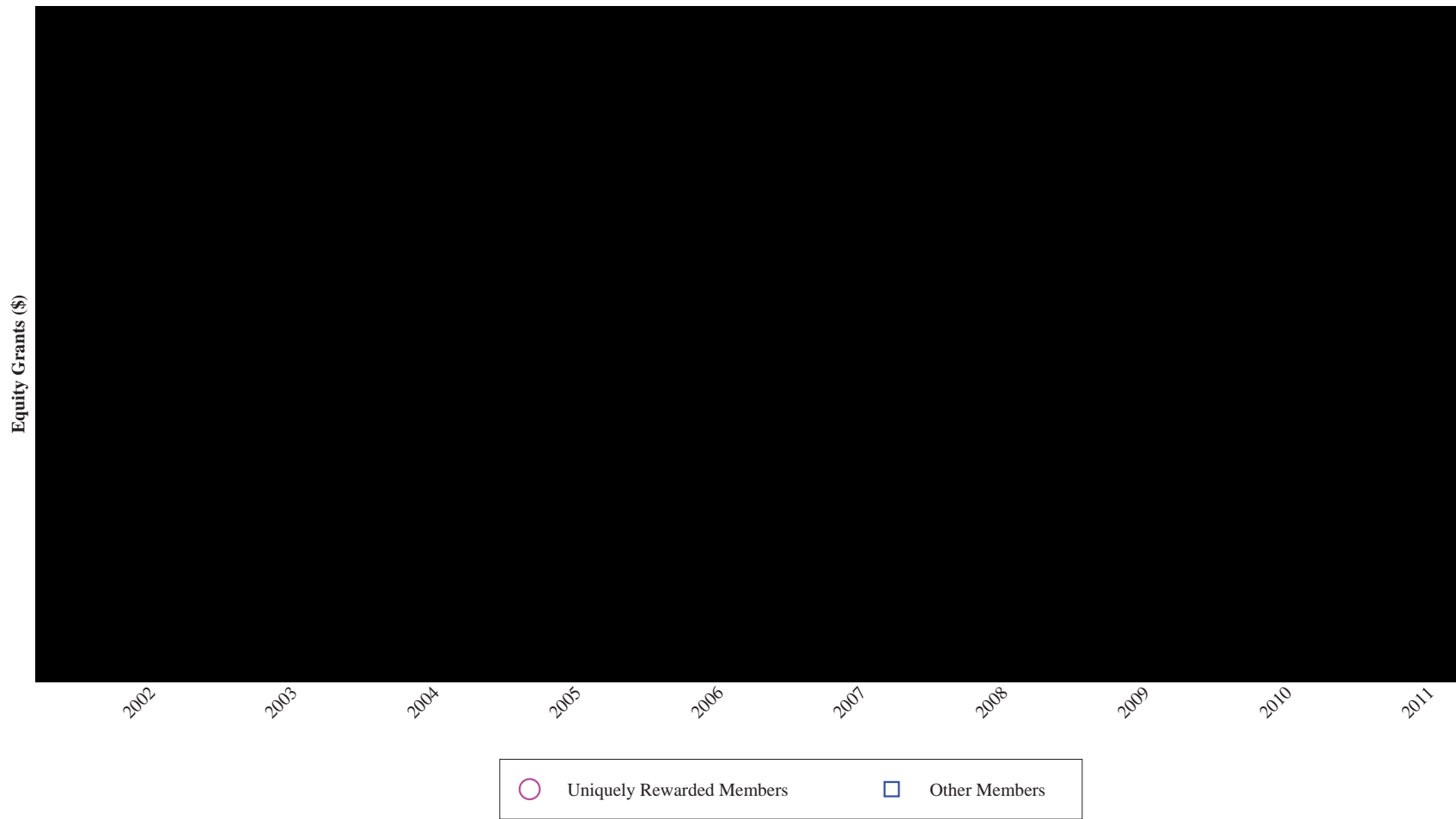
Exhibit C2
Apple - Santa Clara Valley Location
[REDACTED]
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2005-2011



Notes: Uniquely rewarded members are defined as employees in ICT grade level with total compensation greater than \$200,000 and more than 40% earned in equity grants.
Source: Dr. Leamer's backup.

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Exhibit C2
Google - Mountain View Location
[REDACTED]
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2002-2011



Notes: Uniquely rewarded members are defined as employees with total compensation greater than \$200,000 and more than 60% earned in equity grants.
Source: Dr. Leamer's backup.

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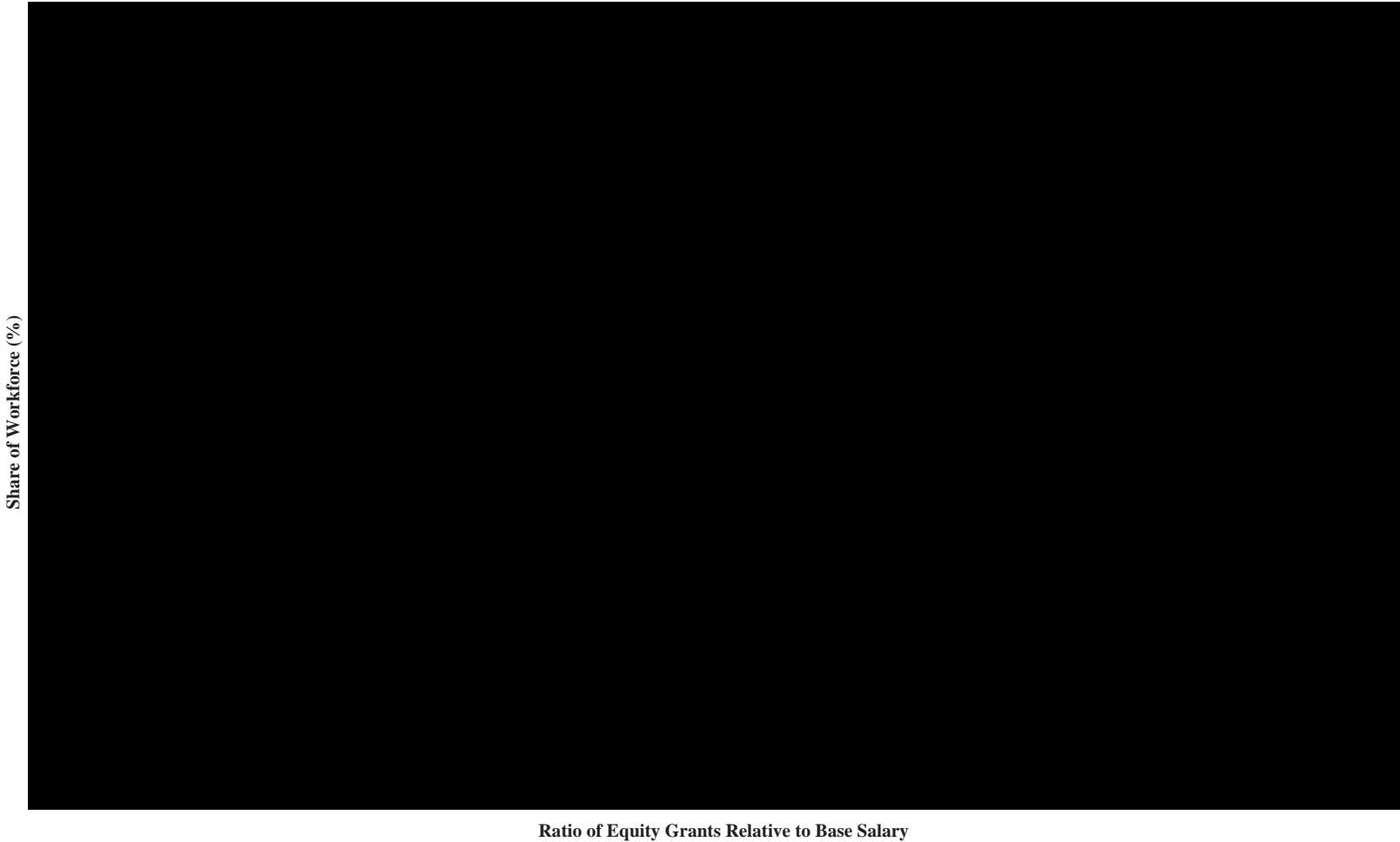
Exhibit C2
Intel - Santa Clara Location
[Redacted] Department
Job Title [Redacted]
Equity Grants Over Time for Uniquely Rewarded Class Members and Their Peers
Technical, Creative and R&D Class
2005-2011



Notes: Uniquely rewarded members are defined as employees with total compensation greater than \$150,000 and more than 15% earned in equity grants.
Source: Dr. Leamer's backup.

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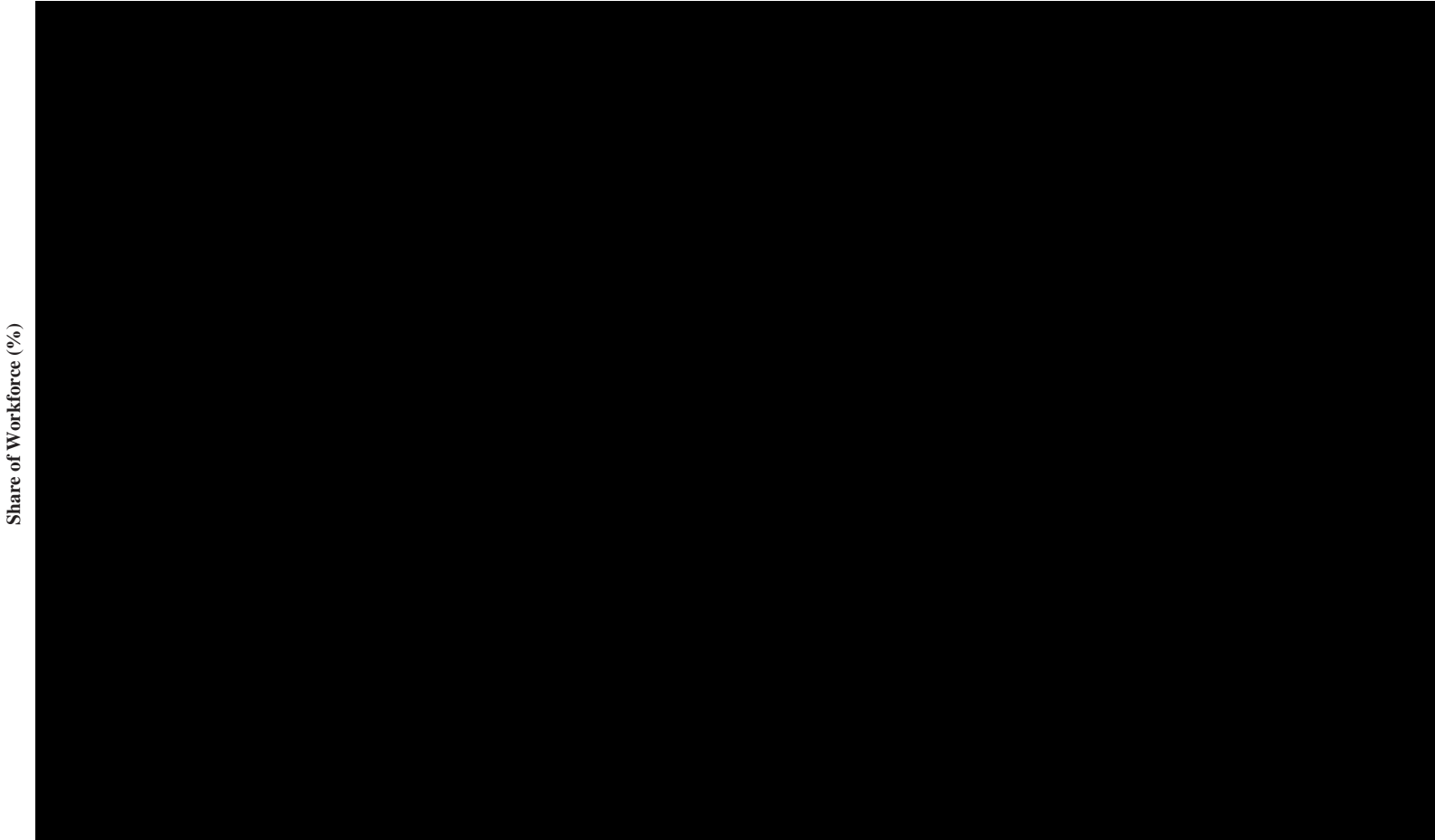
Exhibit C3
Google - Mountain View Location - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008



Notes: Excludes a total of 29 employee(s) with no equity grants.
Excludes a total of 0 employee(s) with a ratio greater than 4.
Includes 222 employee(s) in the class.
Source: Dr. Leamer's backup.

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Exhibit C4
Apple - [REDACTED]
Individual Employees' Ratio of Equity Grants Relative to Their Base Salary
Technical, Creative and R&D Class
2008

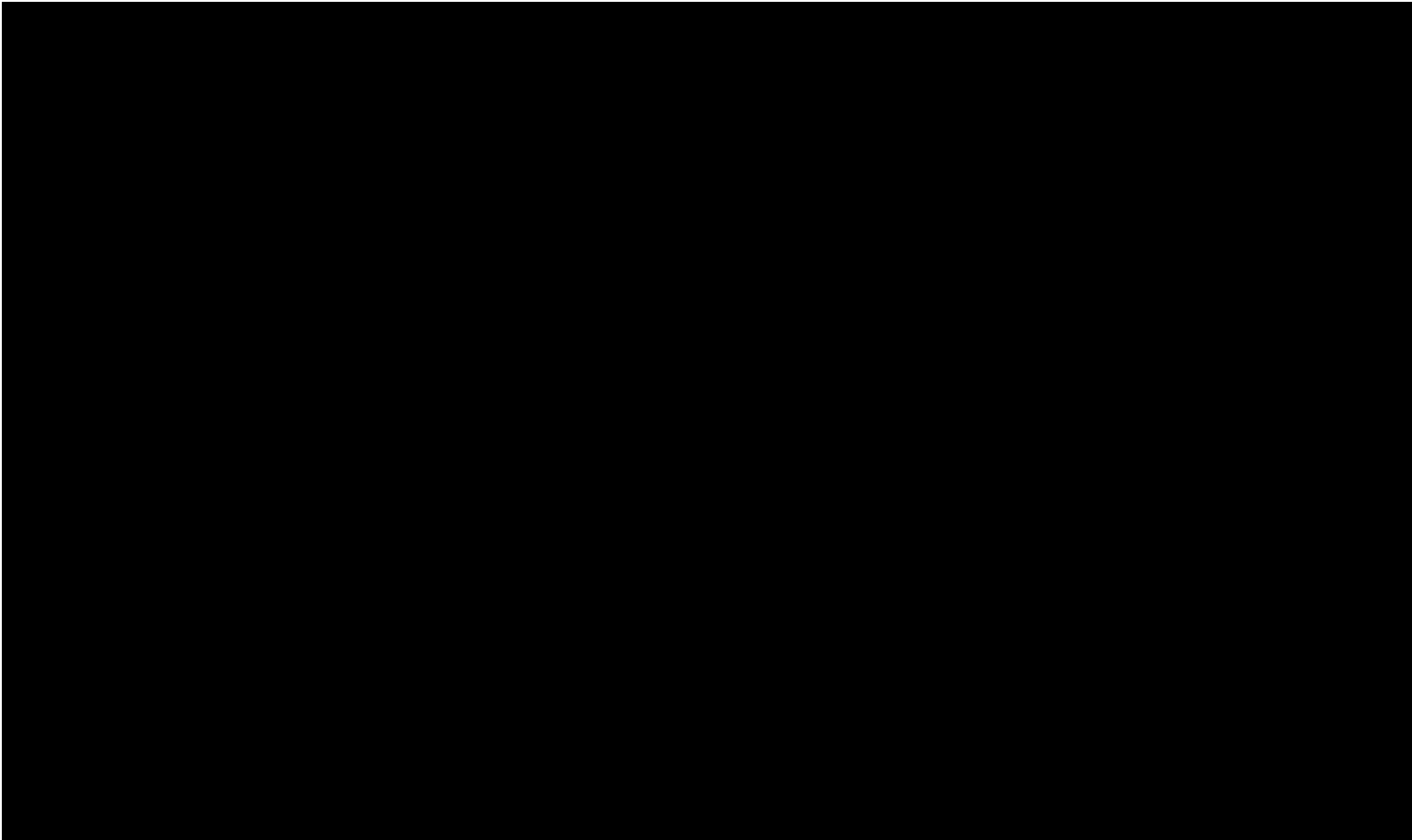


Notes: Excludes a total of 1,239 employee(s) with no equity grants.
Excludes a total of 9 employee(s) with a ratio greater than 4.
Includes 1,951 employee(s) in the class.
Source: Dr. Leamer's backup.

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Exhibit C4
Apple - [REDACTED]
Individual Employees' Ratio of Stocks and Options Relative to Their Base Salary
Technical, Creative and R&D Class
2008

Percent (%)



Ratio of Restricted Stock and Stock Options Relative to Base Salary

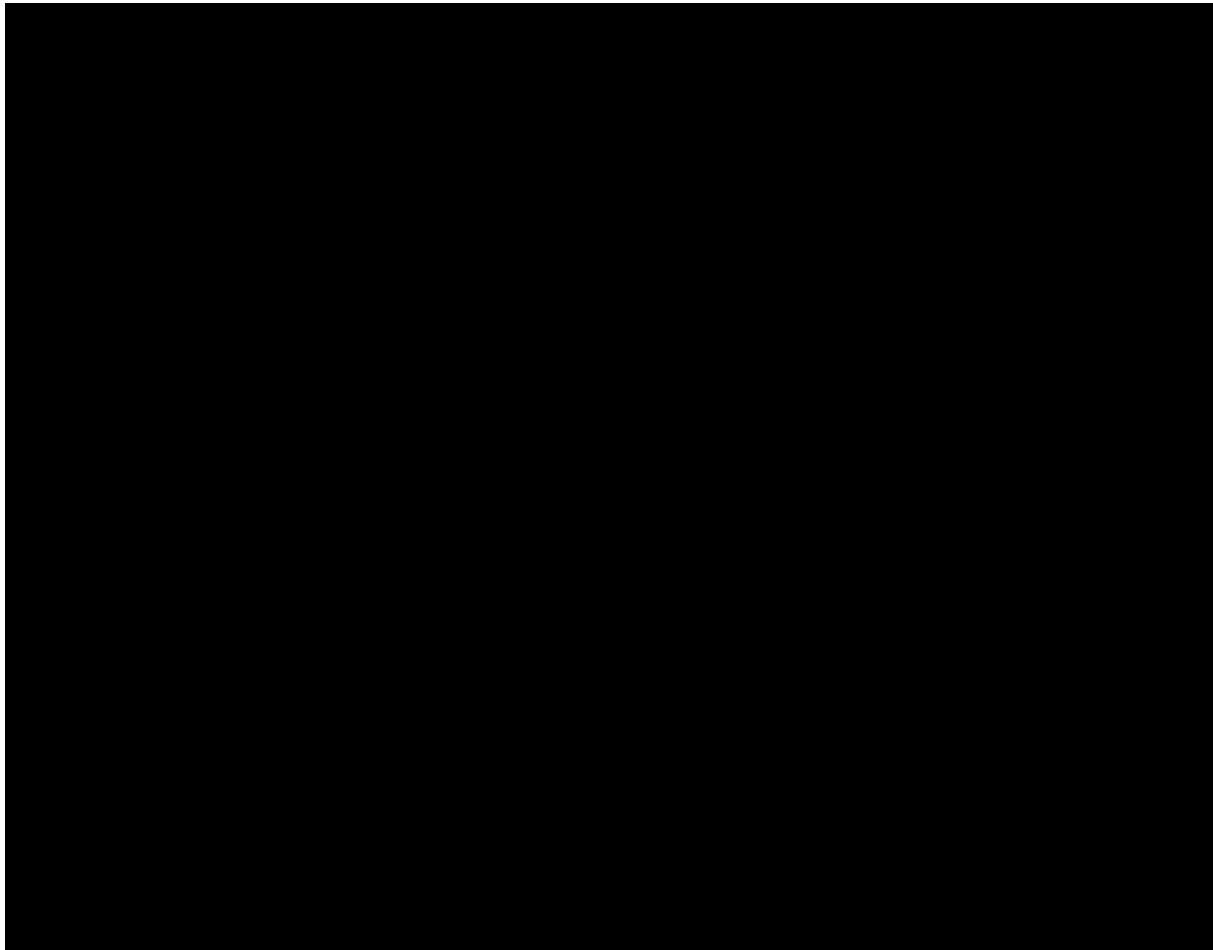
Notes: Excludes a total of 1,239 employee(s) with no stock or option grant.
Excludes a total of 9 employee(s) with a ratio greater than 4.
Includes 1,951 employee(s) in the class.
Source: Dr. Leamer's backup.

Exhibit C5

Intel - Santa Clara, CA Location

Job Title

**Performance Rating by Year for Uniquely Rewarded
Class Members and Their Peers
Technical, Creative and R&D Class**



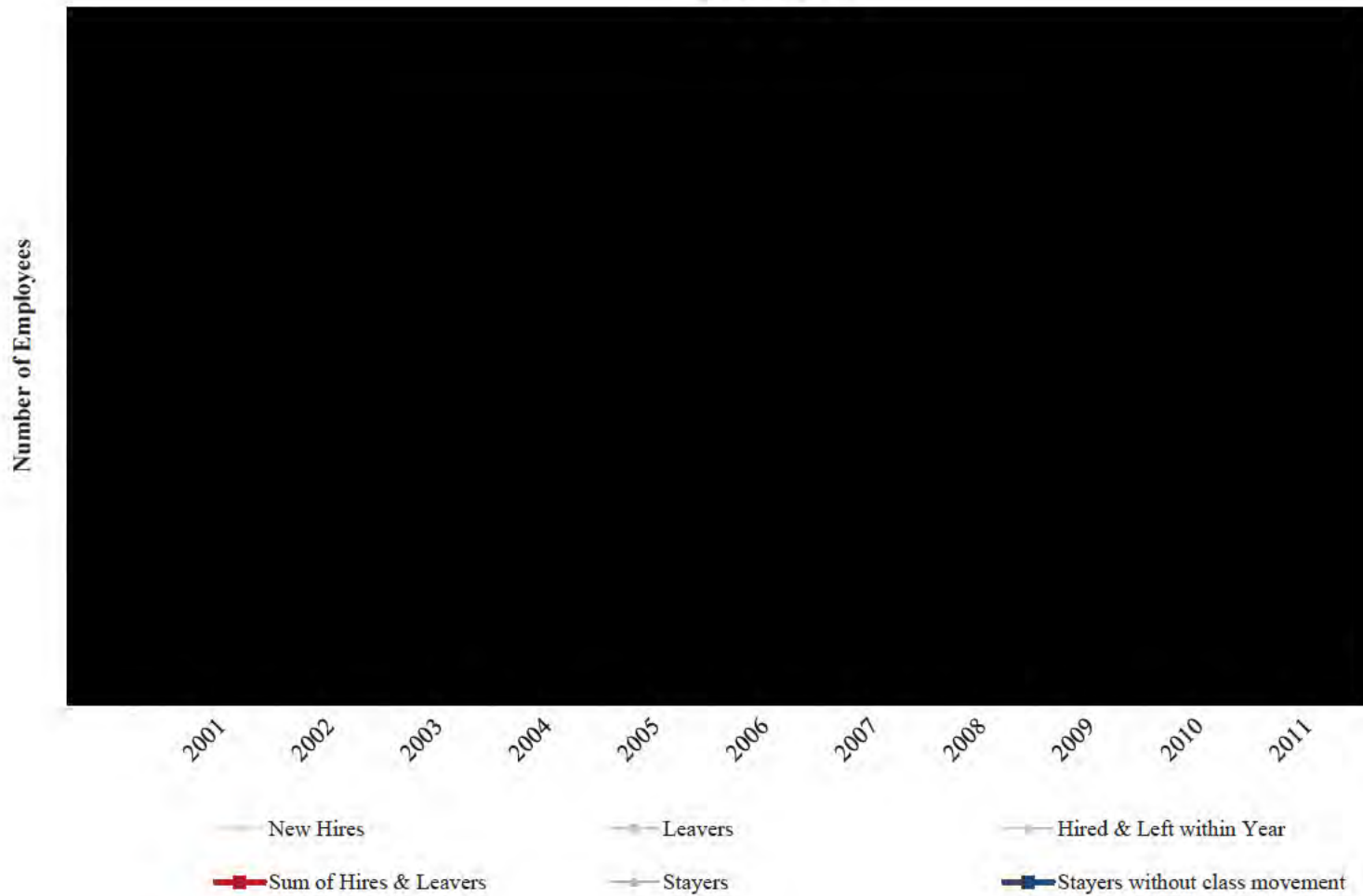
Source: Dr. Leamer's backup.

Exhibit D1
Hires from Other Defendants as a Share of All Hires
Technical, Creative and R&D Class
2001 - 2011

Year	New Hires From Other Defendants	All New Hires	New Hires from Other Defendants as a Share of All New Hires
2001	20	4,215	0.5 %
2002	12	2,259	0.5
2003	14	2,032	0.7
2004	21	3,871	0.5
2005	53	7,576	0.7
2006	57	5,517	1.0
2007	76	5,039	1.5
2008	57	5,187	1.1
2009	42	2,775	1.5
2010	116	6,114	1.9
2011	109	8,125	1.3
Total	577	52,710	1.1 %

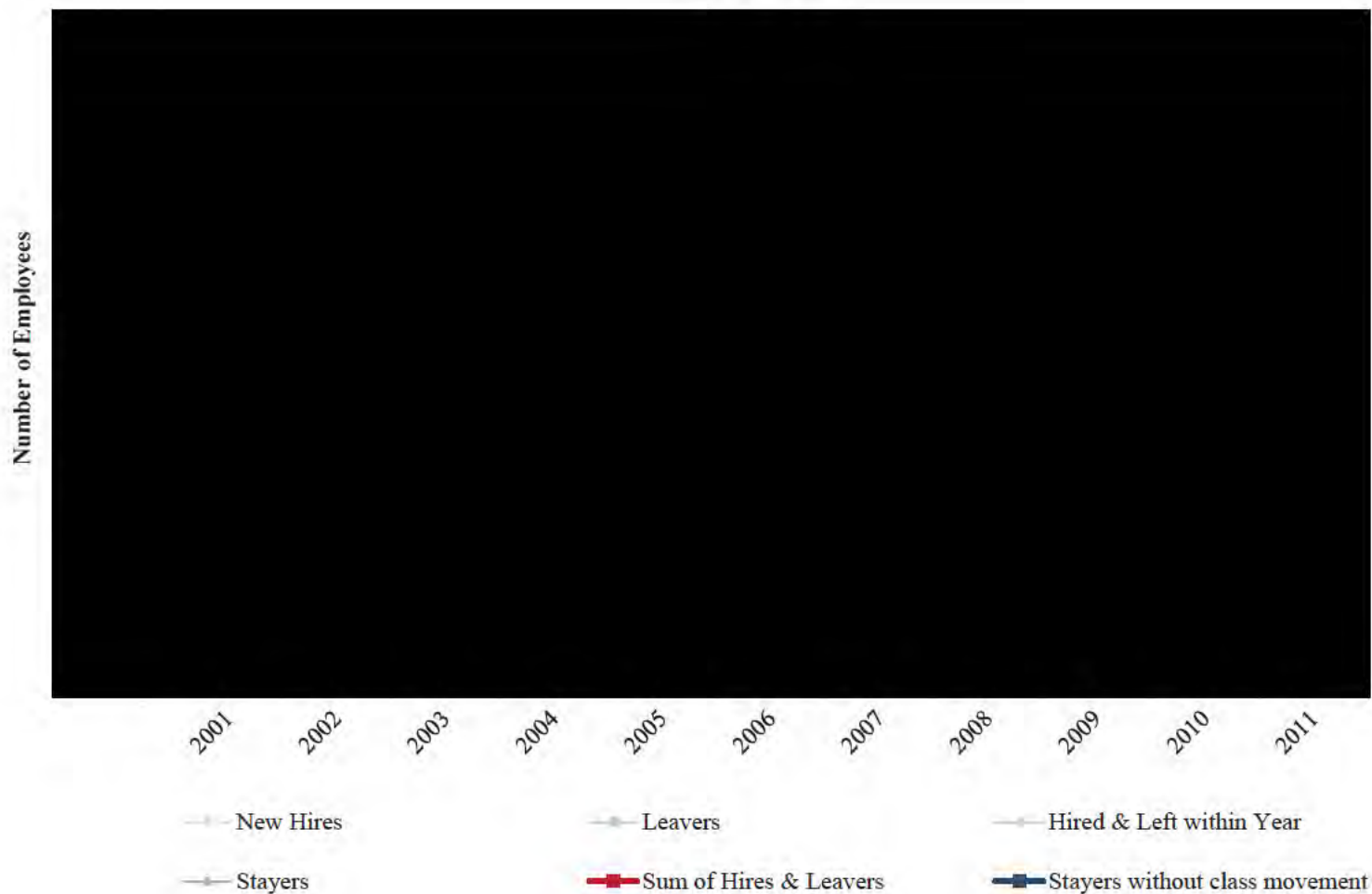
Source: Dr. Leamer's backup.

Exhibit D2
Adobe Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



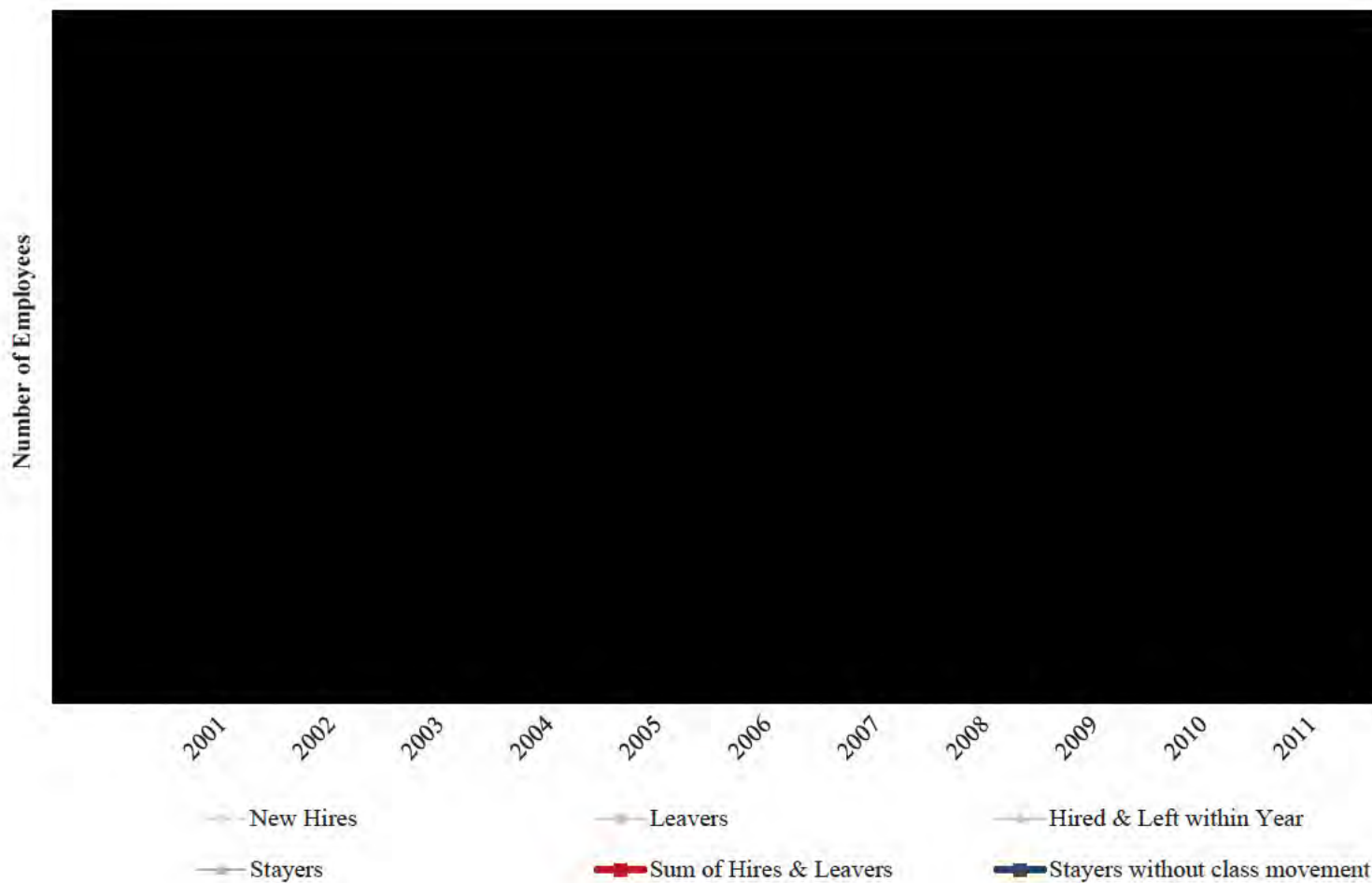
Source: Dr. Leamer's backup.

Exhibit D2
Apple Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



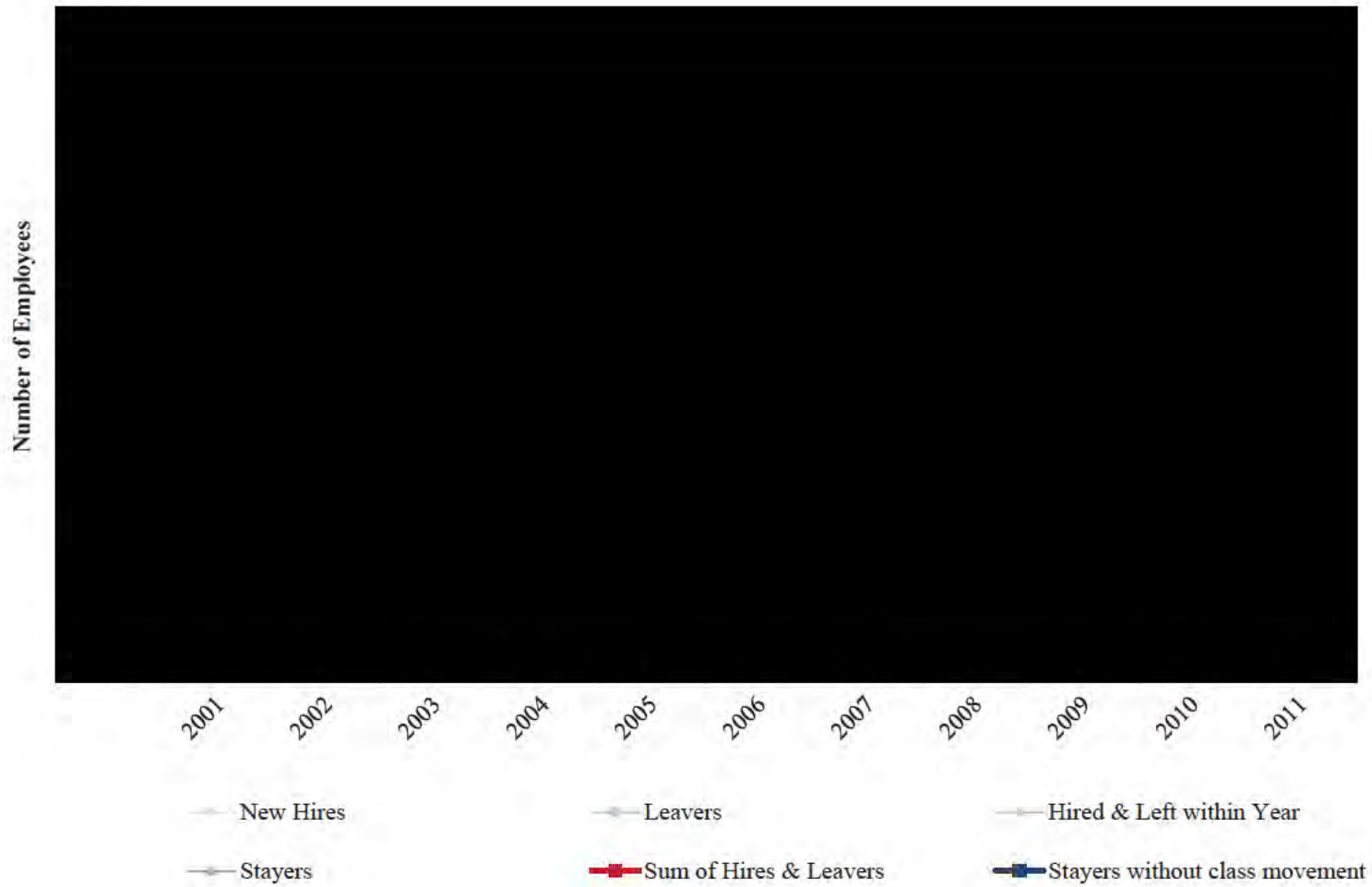
Source: Dr. Leamer's backup.

Exhibit D2
Google Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



Source: Dr. Leamer's backup.

Exhibit D2
Intel Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



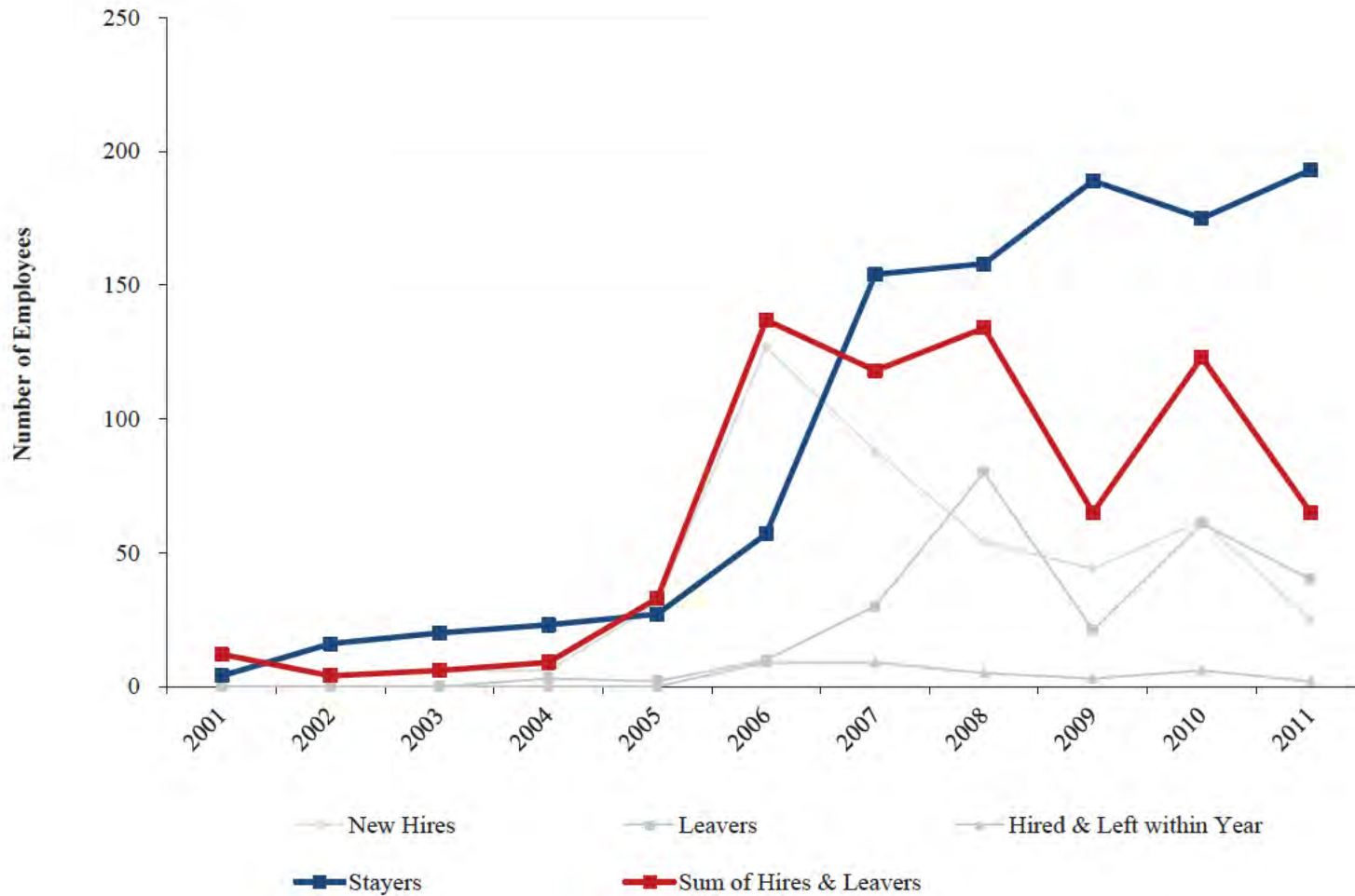
Source: Dr. Leamer's backup.

Exhibit D2
Intuit Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



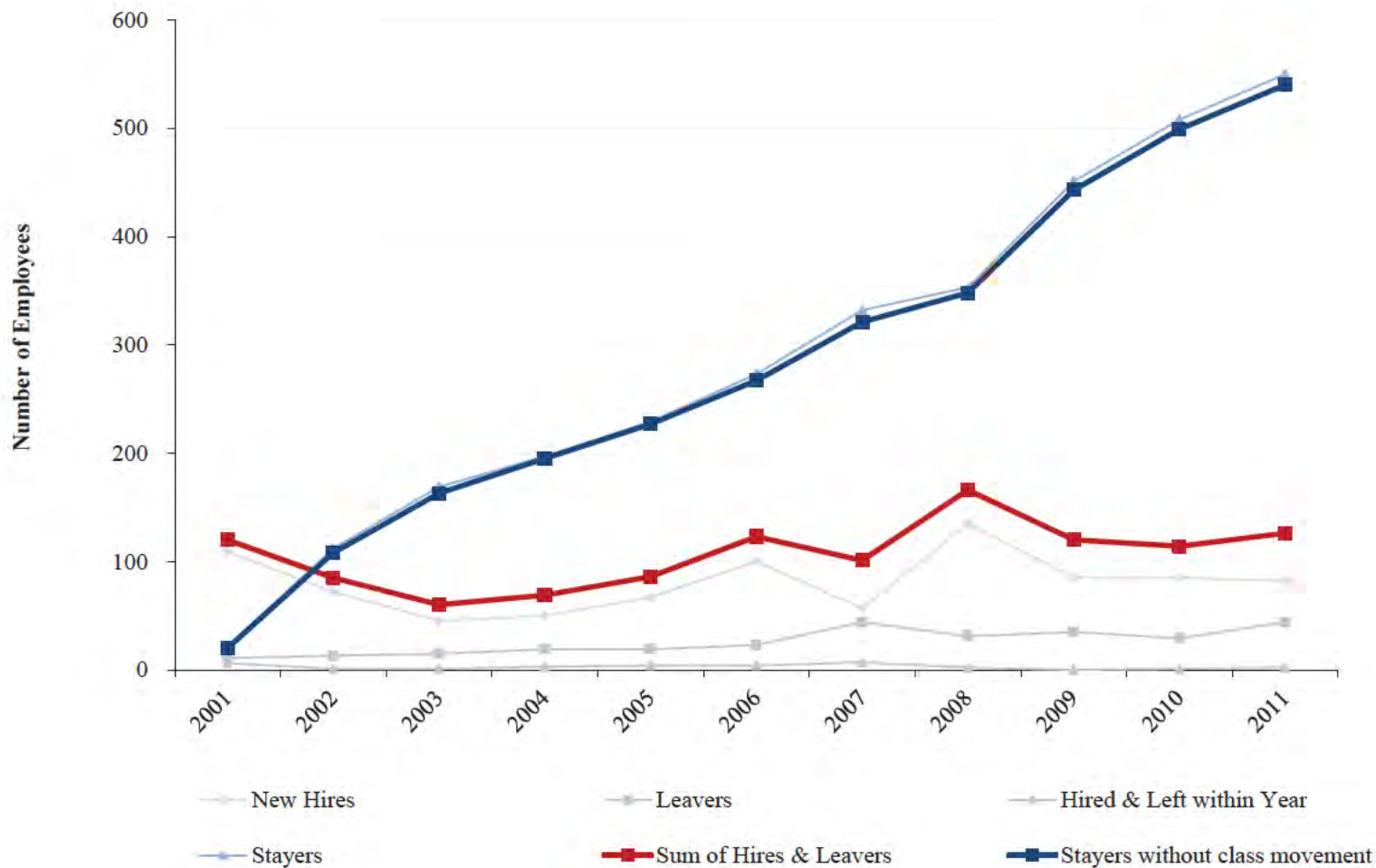
Source: Dr. Leamer's backup.

Exhibit D2
Lucasfilm Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



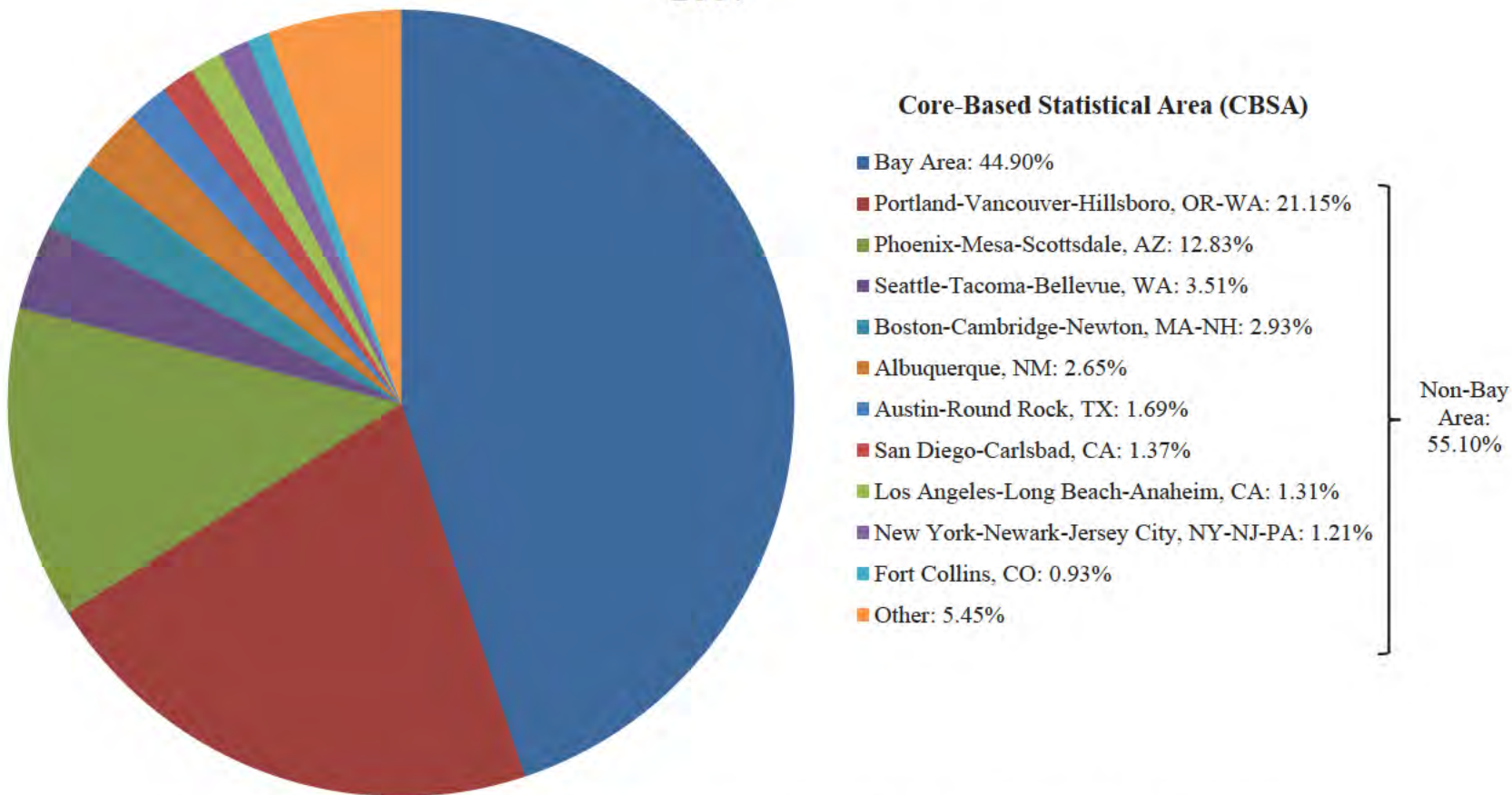
Source: Dr. Leamer's backup.

Exhibit D2
Pixar Retained Employees, New Hires, and Departures
Ever in Technical, Creative, and R&D
2001 - 2011



Source: Dr. Leamer's backup.

Exhibit E1
Employee Concentration by Core-Based Statistical Area
Adobe, Apple, Google, Intel, Intuit, Lucasfilm, and Pixar
Technical, Creative and R&D Class
2007



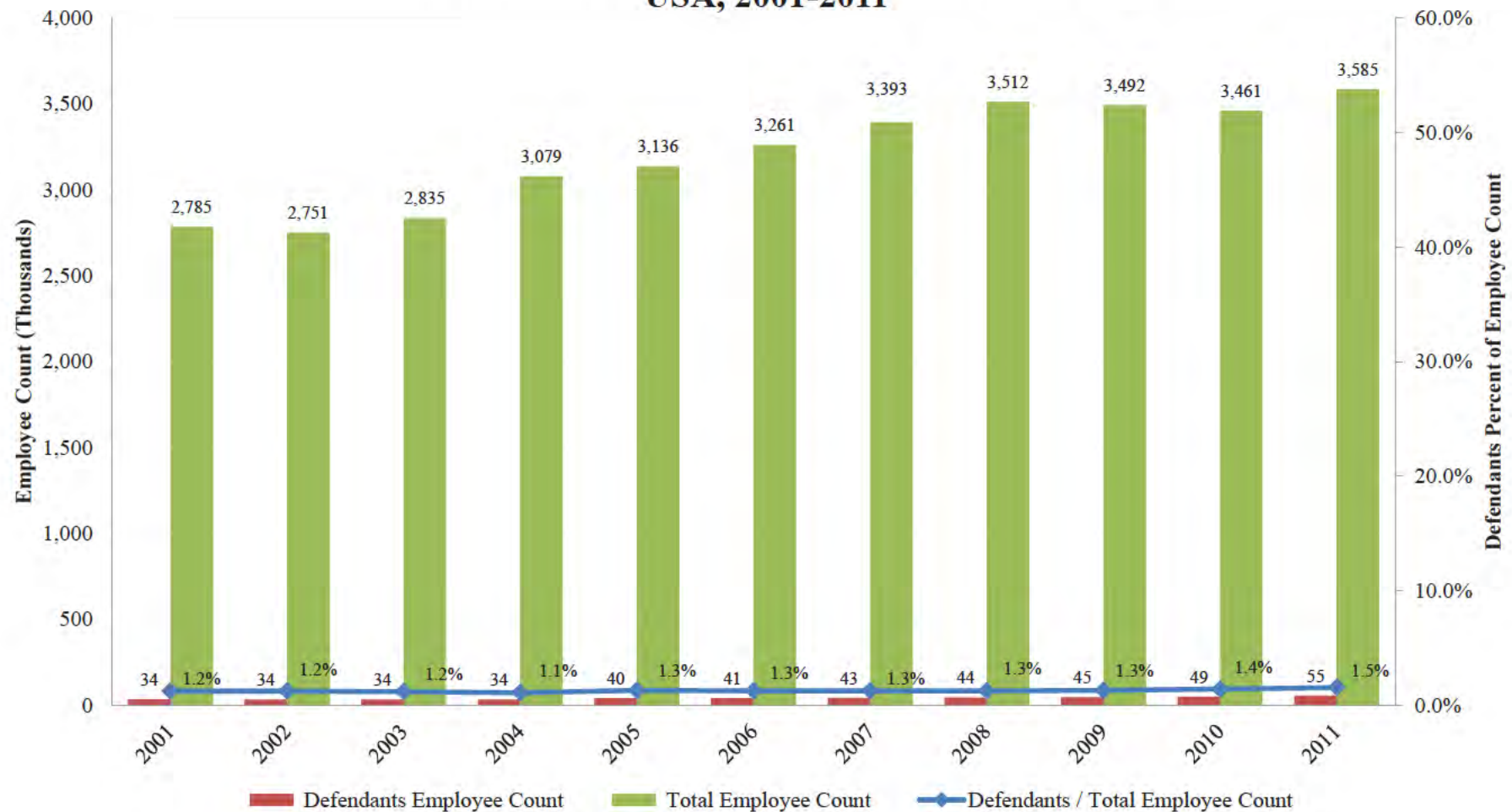
Notes: California CBSAs Sacramento (10.73%), San Francisco (4.36%), San Jose (29.76%), and Santa Rosa (0.05%) are combined into "Bay Area."

CBSAs with less than 0.50% share and employees without an identified CBSA are combined into "Other."

Source: Dr. Leamer's backup.

Exhibit E2

Defendants Employment vs. Total Employment in Technical, Creative, and R&D Occupations USA, 2001-2011



Note: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

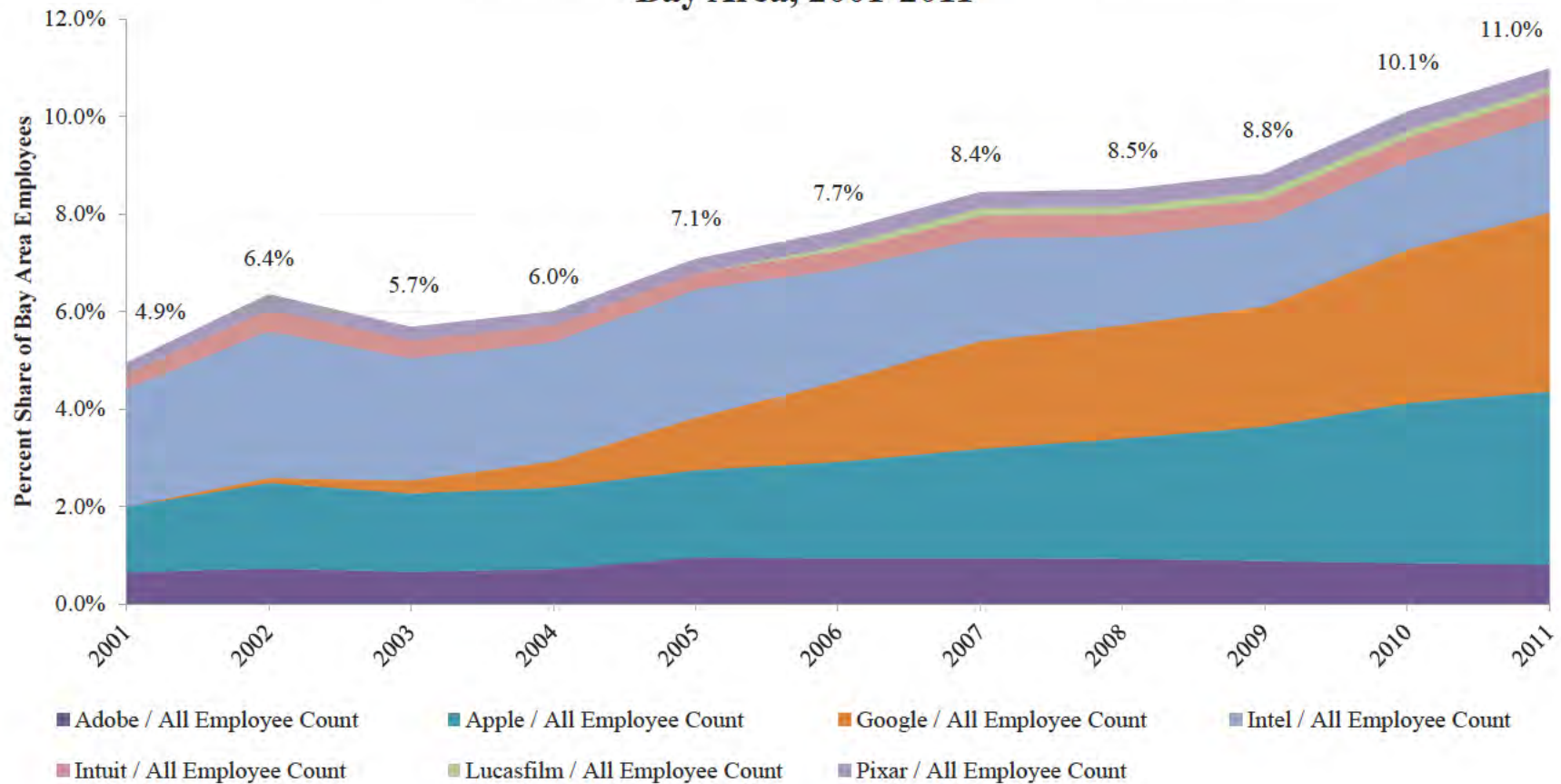
Exhibit E3
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
USA, 2001-2011



Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area.
Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements.
Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

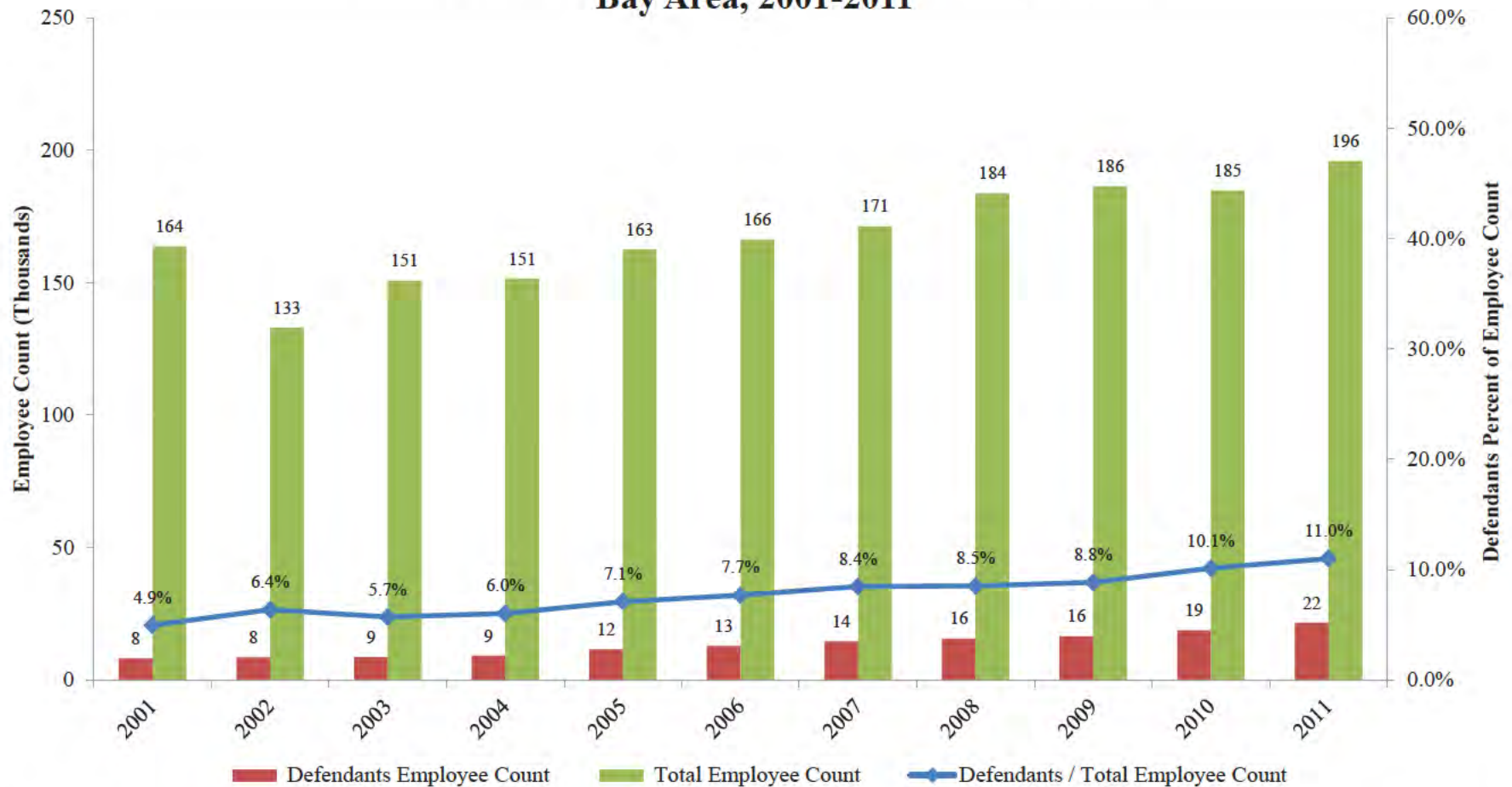
Exhibit E4
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Bay Area, 2001-2011



Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.
 Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
 Dr. Leamer's backup.

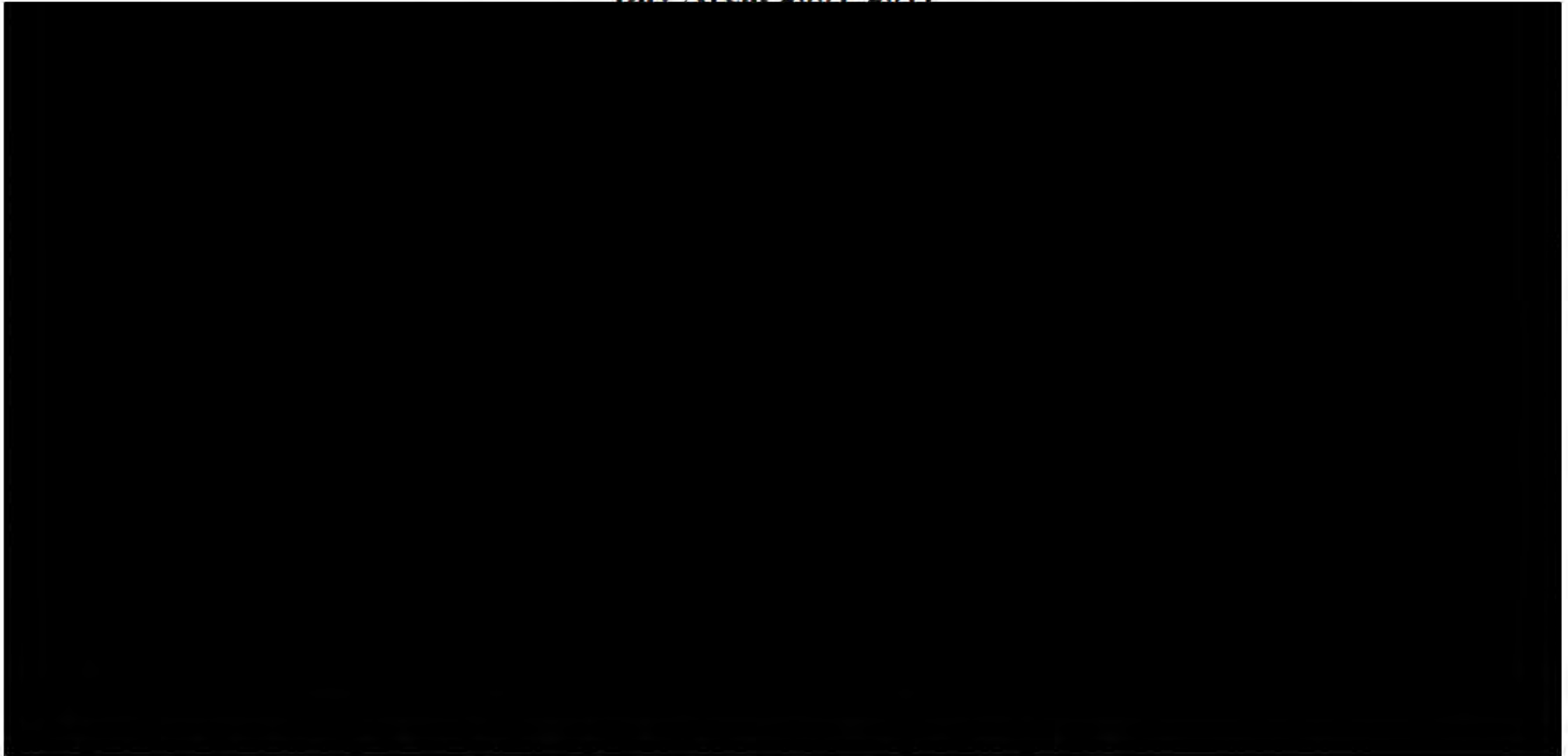
Exhibit E5
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Bay Area, 2001-2011



Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.
 Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
 Dr. Leamer's backup.

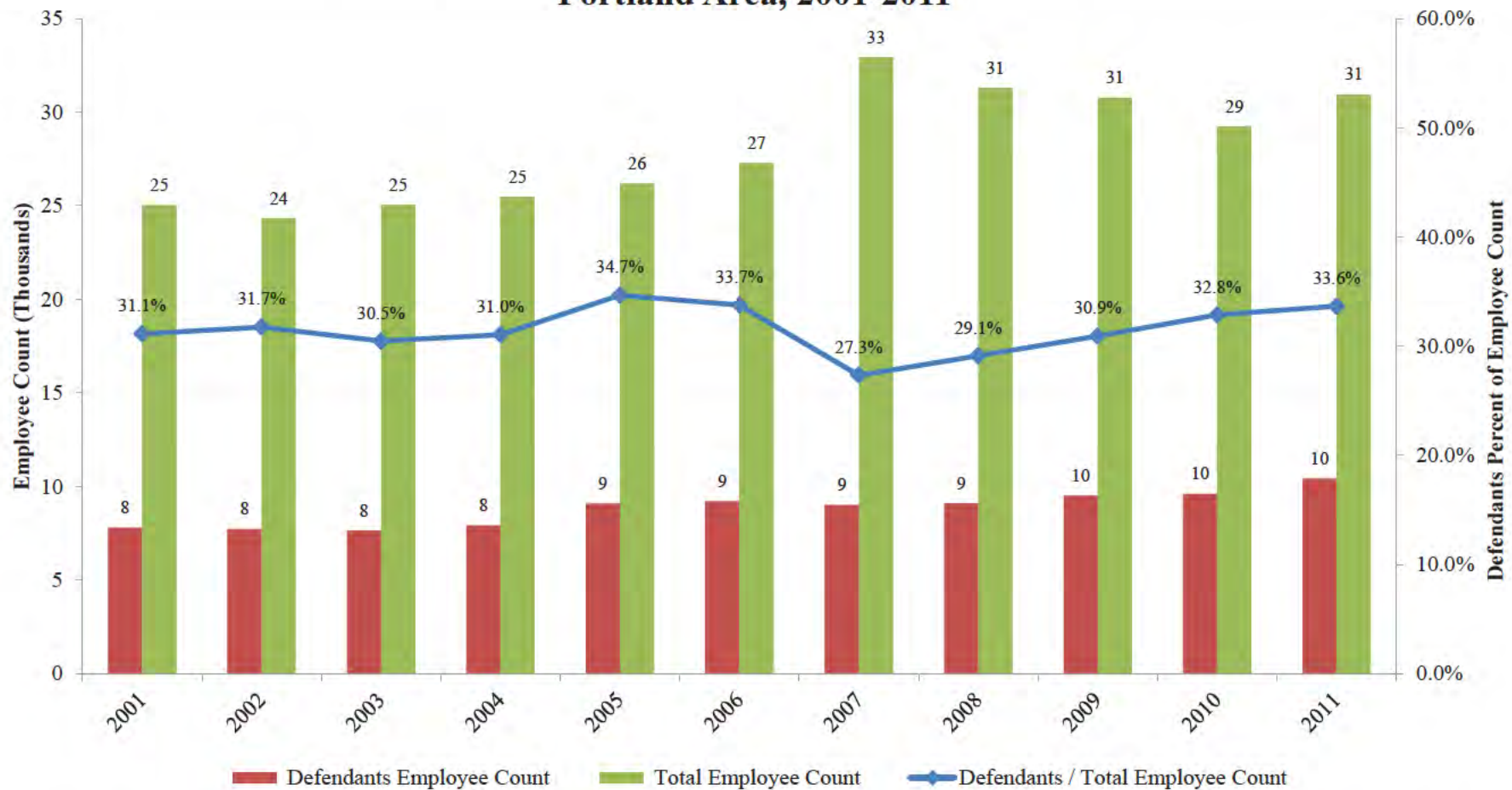
Exhibit E6
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
Bay Area, 2001-2011



Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area. Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements. Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Bay Area comprised of Oakland, CA PMSA, San Francisco, CA PMSA, San Jose, CA PMSA, Oakland-Fremont-Hayward, CA Metropolitan Division, San Francisco-San Mateo-Redwood City, CA Metropolitan Division, and San Jose-Sunnyvale-Santa Clara, CA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.

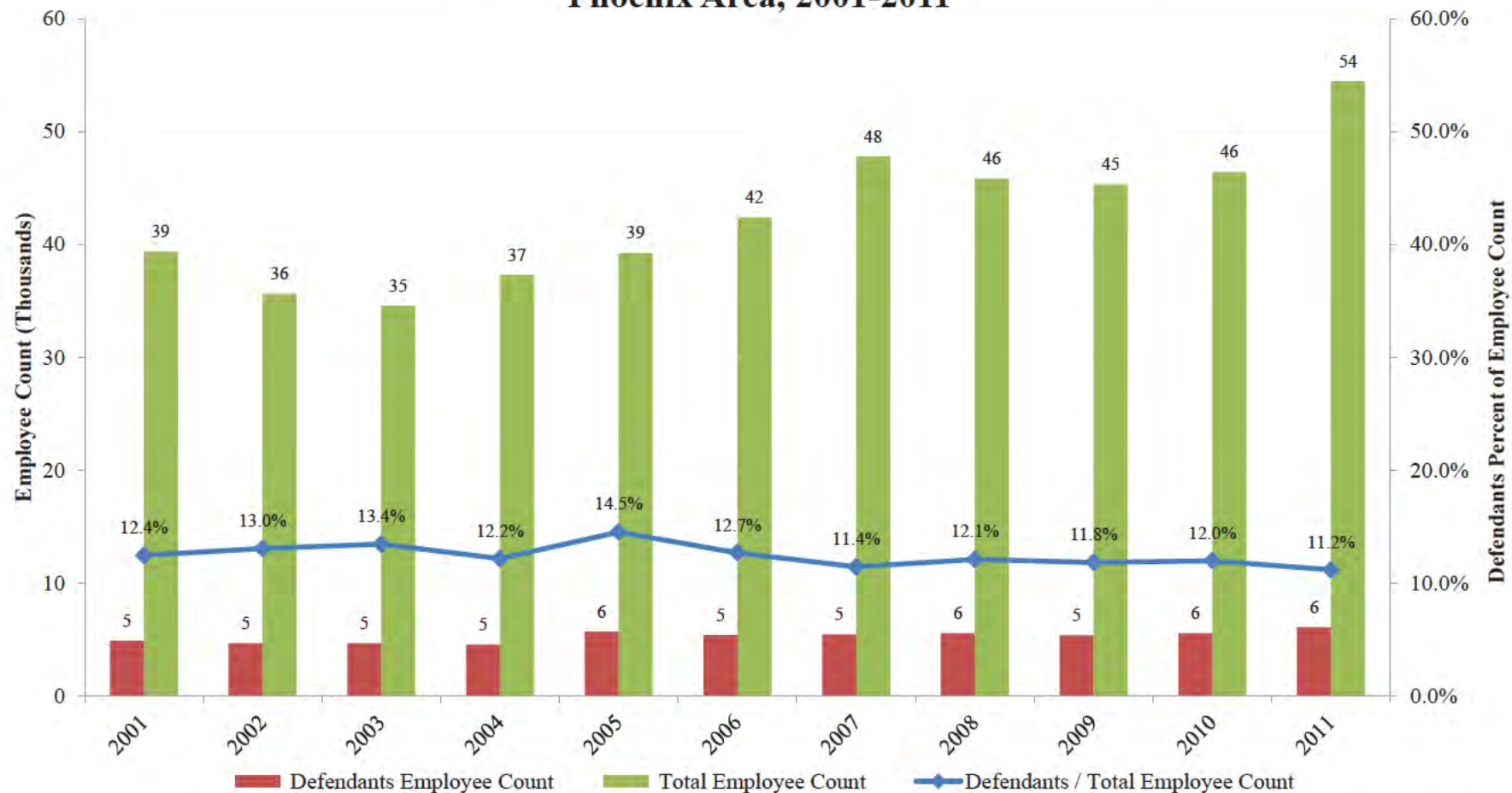
Exhibit E7
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Portland Area, 2001-2011



Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Portland Area comprised of Portland-Vancouver, OR-WA PMSA, Portland-Vancouver-Beaverton, OR-WA, and Portland-Vancouver-Hillsboro, OR-WA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
 Dr. Leamer's backup.

Exhibit E8
Defendants Employment vs. Total Employment
in Technical, Creative, and R&D Occupations
Phoenix Area, 2001-2011



Notes: Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024. Phoenix Area comprised of Phoenix-Mesa, AZ MSA, Phoenix-Mesa-Scottsdale, AZ, and Phoenix-Mesa-Glendale, AZ.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
 Dr. Leamer's backup.

Exhibit E9
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
Portland Area, 2001-2011



Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area.

Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements.

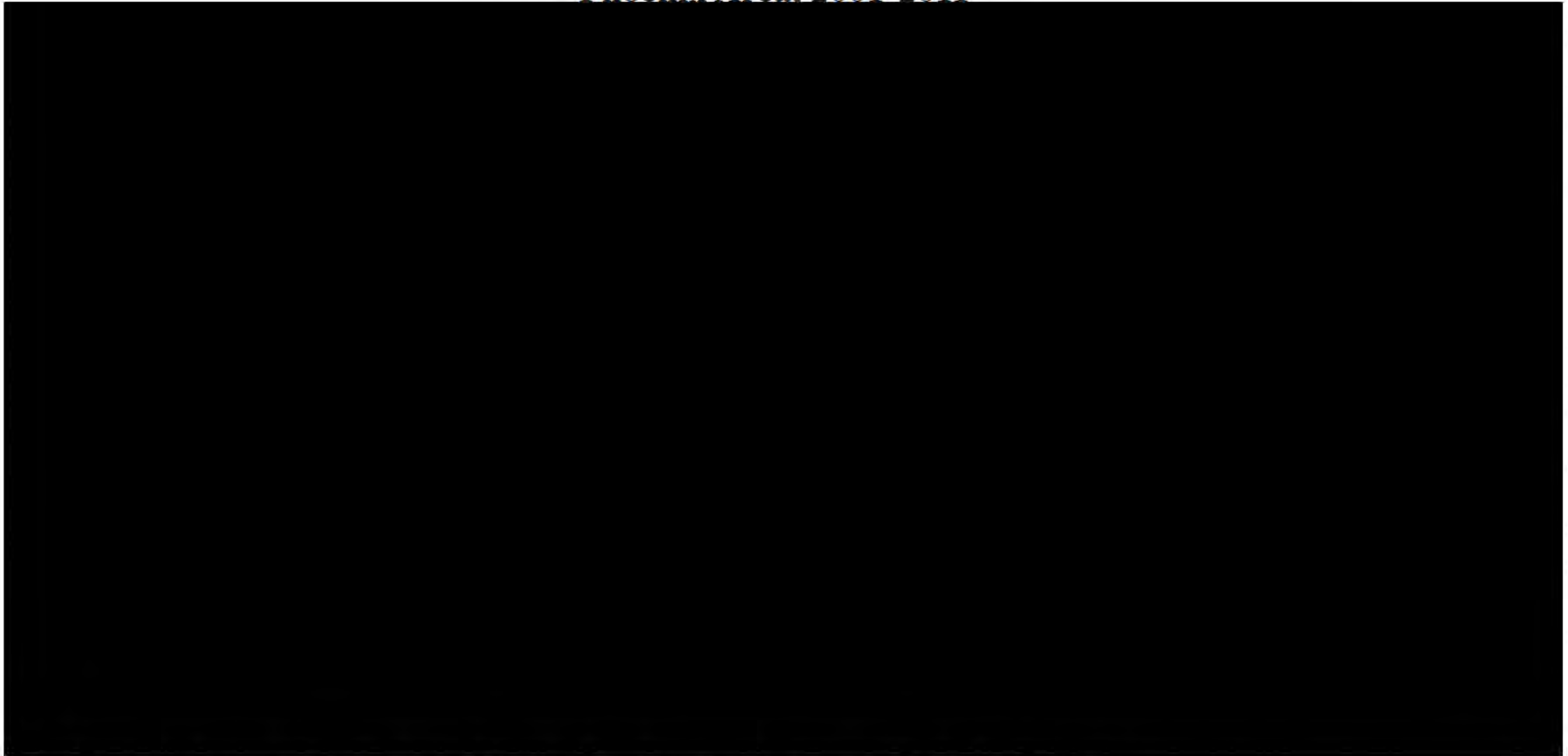
Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.

Portland Area comprised of Portland-Vancouver, OR-WA PMSA, Portland-Vancouver-Beaverton, OR-WA, and Portland-Vancouver-Hillsboro, OR-WA.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.

Dr. Leamer's backup.

Exhibit E10
Defendants Base Salary vs. Average Annual Wages
in Technical, Creative, and R&D Occupations
Phoenix Area, 2001-2011



Notes: Average annual wages are calculated based as a weighted average of annual wages based on employment numbers in each profession and area.
Annual wages consist of base salary, cost-of-living allowances, guaranteed pay, hazardous-duty pay, commissions, production bonuses, and tips. Annual wages do not include back pay, jury duty pay, overtime pay, severance pay, shift differentials, nonproduction bonuses, or tuition reimbursements.
Total employment is summed across the following Standard Occupational Classification codes: 15-0000, 15-1011, 15-1021, 15-1031, 15-1032, 15-1111, 15-1131, 15-1132, 15-1133, 15-1041, 15-1150, 15-1151, 15-1152, 15-1051, 15-1061, 15-1071, 15-1121, 15-1141, 15-1142, 15-1081, 15-1179, 15-1122, 15-1134, 15-1143, 15-1099, 15-1799, 15-1199, 17-2061, 27-1014, and 27-1024.
Phoenix Area comprised of Phoenix-Mesa, AZ MSA, Phoenix-Mesa-Scottsdale, AZ, and Phoenix-Mesa-Glendale, AZ.

Sources: Bureau of Labor Statistics, Occupational Employment Survey 2001-2011 accessed on November 15, 2013.
Dr. Leamer's backup.